



Team spirit

PetrOmbudsman Workshop

Why are we here?



Why team work is important

Increased efficiency

Idea generation

A learning experience

Enhanced communication

Sharing the workload

Having a support network



How it should feel

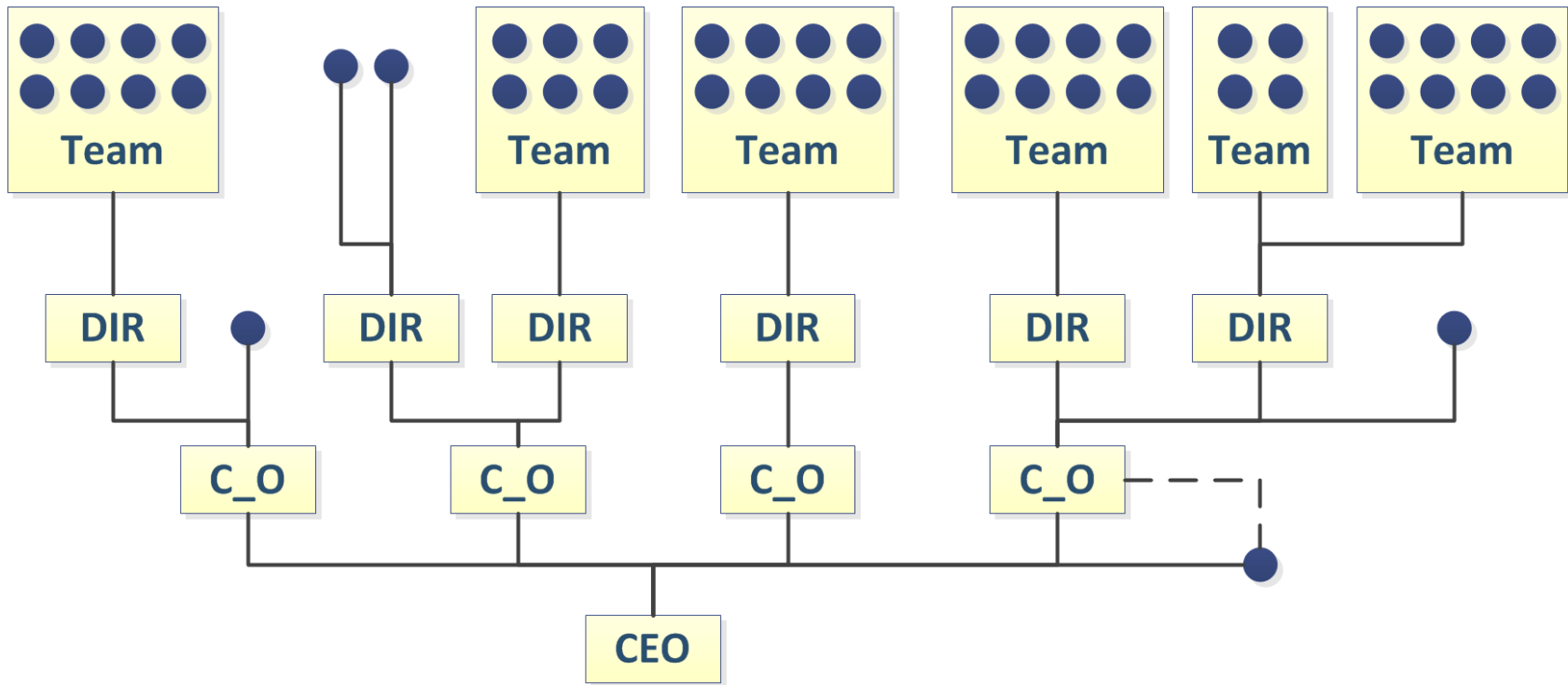


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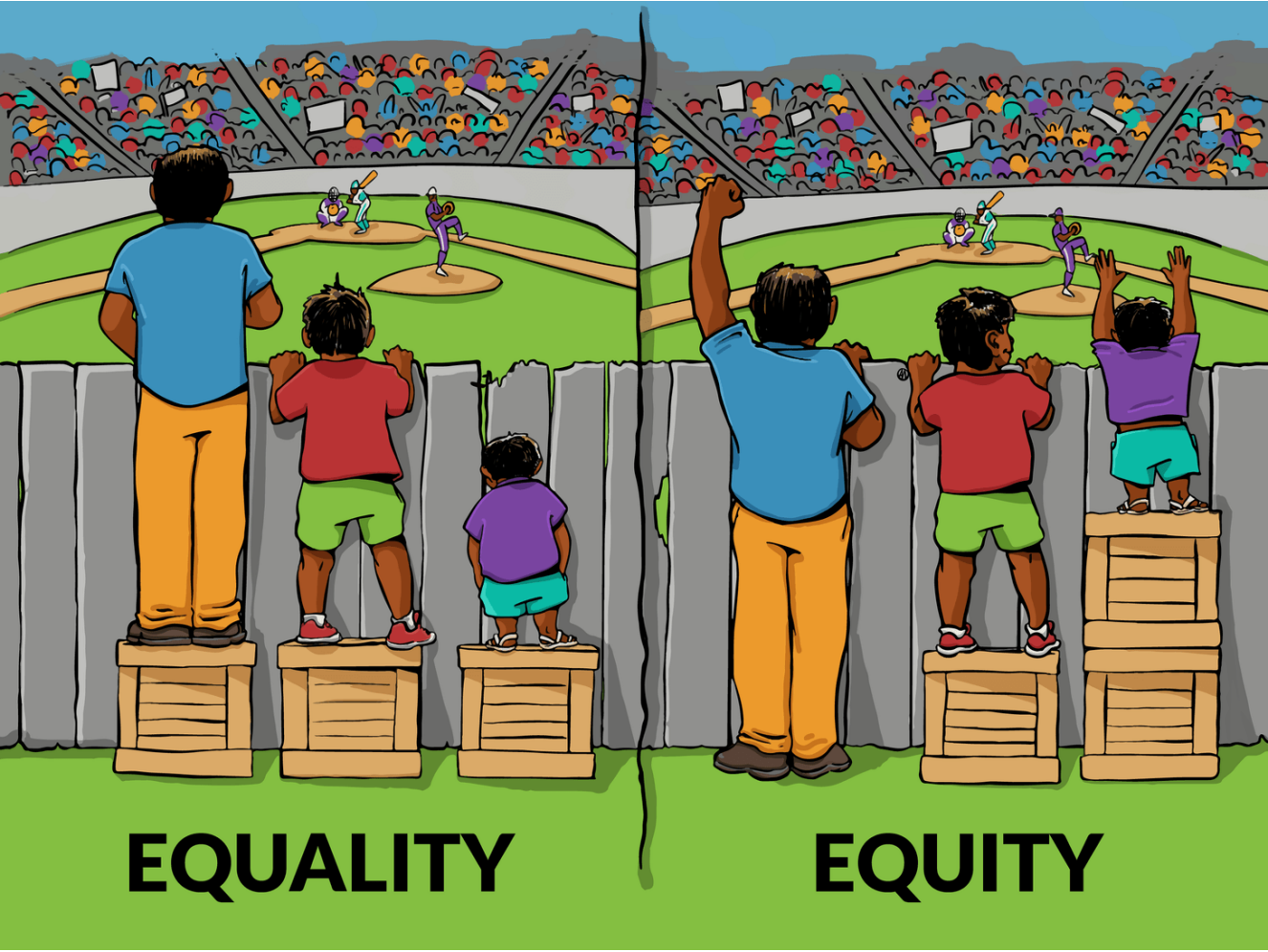
How does it really feel sometimes?



How an organizational chart may look like



Equality vs. Equity



Why do we have breakdowns in collaboration?



Other reasons:



Solutions for improving collaboration

Active listening

Control of
negative
emotions

Focus on the
issue, not on the
person

Accepting
differences

Mutual respect

Genuine interest
towards finding
an amiable
solution

Trust

Other solutions:



What can managers do to improve collaboration?

- Understand team concerns
- Active listening: set the tone for a relaxed and mutually beneficial conversation
- Motivate team members, encourage people and provide early mediation of conflicts
- Encourage people to achieve their true potential and to go beyond their limits
- Use soft skills in combination with a high level of professionalism; set an example

How can you see if the team is open to collaboration?

- The team is aware of the manager's objectives and deadlines
- The team is open to discussions about weak points and set backs, in an objective manner
- The team is proactive and identifies ideas that help achieve common objectives
- The team uses structured communication
- The team is flexible in communication, adapting based on the circumstances

Exercise

Think about each of these four sections below and how they relate to your own ideas and goals for the team you are part of.

- Write down 2,3 points for each of the four sections.
- Discuss with the group about strengths and overcoming obstacles.

Source of Pride
(what is working well
in your team)

Frustration with the
Team
(what would you like
to see less of in your
team)

Gift I Bring to the
Team
(what is your
personal contribution
to the team)

Team Spirit Goal
(what would you
expect to see more in
your team)