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ENHANCING COLLECTIVE ACHIEVEMENT THROUGH

TEAM WORK



INTRODUCTION

Effective teamwork is the cornerstone for success across diverse sectors. Teams play a pivotal role in propelling progress and optimizing performance.

This article addresses teamwork within the context of the following sub-headings:

- The significance of Teamwork
- Common challenges of Teamwork
- Strategies to overcome the challenges of Teamwork and elevate teamwork to unprecedented heights.

The Significance of Teamwork

Productivity and Efficiency: Working together in teams is better than working alone. When people join forces, they bring their skills and knowledge; create a powerful team that can handle difficult tasks.

Teamwork makes a workload easier and everyone feels responsible. It leads to better productivity and finding exceptional solutions to issues.

Innovation and Creativity:



Team members with different backgrounds, experiences and varieties of ideas ignite creative thinking. They bring unique insights, and together, come up with solutions.

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Teamwork

Common Challenges in Teamwork

Communication Barriers: Misunderstandings and errors often arise when communication is unclear, incomplete, or misinterpreted. Transparent channels and protocols for conveying information within the team are crucial.

Conflict and Disagreements: Differences in opinions, methodologies, and personalities can cause conflict. Sometimes, these disagreements are good for finding better solutions, but they can also turn into bigger problems that hurt the team.

Lack of Accountability: When roles and tasks are unclear, team members might struggle to take charge of their duties, causing confusion, clashes and hindrance in productivity. Setting clear expectations for each team member is crucial in addressing this challenge.

Dealing with People Who Think Only about Themselves: Some people like to show off how good they are, against oneness. This attitude to work can jeopardize teamwork and team spirit.

Overcoming the challenges of Teamwork

Establish Clear Goals and Objectives: Clear definition of the team's mission, goals, and desired outcomes provides the team with a shared sense of purpose. This aligns individual efforts toward a common goal and enhances overall team efficiency.

Foster Open Communication: Creating an environment that values open communication is crucial for effective teamwork. Team members should feel comfortable sharing ideas, expressing concerns, and providing feedback without fear of reprisal.

Regular team meetings provide platforms for sharing ideas and concerns. Meetings serve as forums for discussing progress, addressing concerns, and sharing insights.

Team leaders should identify communication flaws and address them to enhance the team's overall communication competence.

Develop a Positive Team Culture: Having a team culture is really important for working together. Teams do well when they feel supported, appreciated, and perceive inclusiveness. Leaders achieve this by recognizing and appreciating outstanding performance, motivating workers and supporting those who might be struggling.

Embrace Diversity: A diverse team has people with

different backgrounds, skills, experiences, and views. Leaders should use these differences to the advantage of the team.

Resolve Conflicts Constructively: A predefined conflict resolution process provides a framework for addressing disputes when they arise. This may involve open dialogue, mediation, or other conflict resolution techniques. Resolution should be emphasized rather than escalation.

Promote Accountability: Clear specification of roles and responsibilities ensures accountability. This means stating the specific tasks of each member of a team, and setting realistic expectations. It helps them understand how they contribute to the team's success.

Fair and Objective treatment of all members of the team: Treating everyone on the team fairly and without any preferential treatment is crucial. It means not showing extra kindness or giving benefits to some while leaving others out.



Promotes team spirit: Encouraging a "we" mindset creates a feeling of collective achievement where everyone owns the success of the group. Individuals appreciate that their efforts are interconnected and that the success of one is intertwined with the success of all. This unity not only boosts the morale of members of the team but also fosters a cooperative culture. In contrast, an excessive focus on "I" can lead to competition, lack of transparency, and a fragmented team.

Conclusion

When we work alone, we can achieve only a little, but when we work together, we can achieve a lot. A team is not just a group of people; it is a super group that can do amazing things beyond what individuals can do. Teamwork also creates a happy space where ideas grow and succeed.