



Team Building

S\ETYS



There are basically two or three reasons to think about team building:

1. A new working group is established and should be developed into a team.
2. The team has been cooperating for a long time and has gone through the development phases “forming”, “storming” and “norming”. The “performing” phase is a long time coming.
3. New team members who join a (well-) functioning team are “disturbing” the team spirit.

Depending on the team’s “degree of maturity”, it is important to find a way to lead the team to work effectively and efficiently.

In principle, high-performing teams are characterized by ten points:

1. Team has common vision and purposeful common goal
2. Team members trust each other and are caring
3. Members have both individual and joint responsibility
4. Roles in team are clear – and flexible
5. Room for own initiative so that everyone is highly motivated
6. Solution-oriented attitude leads to joint decisions
7. Work processes are running smoothly
8. Team communicates openly and constructively: everyone listens to each other
9. Success and personal development for each team member supported by all
10. Team success valued higher than personal success

When a team works that way, it not only works efficiently – the work is actually fun as well.

Uta Schulz – SveTys has extensive experience in collaborating with Danish, Norwegian, Swedish and German teams and combines the best to support teams to find their own path to success and turn into high performing teams.





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