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**BUILDING YOUR TEAM**

What is a Team?

An energetic group of diverse individuals who are committed to achieving common objectives

who work well together, enjoy doing so and who produce high quality results.

Does this description sound like your organization? Or does your organization face many of these

problems?

* Lack of real commitment
* Avoidance of responsibility
* Lack of clear goals and objectives describing what your organization is about and what you want

to accomplish

* Destructive competition
* Poor communication

The solution to these organizational problems lies in team building. Building your organizational team

helps to lay a foundation for a more effective organization and a more committed and satisfied

membership. Before you begin to build your organizational team, it may be helpful to know the

characteristics of an effective team.

* Common vision
* Clear, cooperative goals to which every member is committed
* Energy and enthusiasm
* Distributed participation and leadership
* Appropriate and effective decision-making procedures
* Productive controversy
* High levels of trust, acceptance, and support among its members
* Members feel significant and are motivated
* High level of cohesion

GETTING STARTED

A retreat is a great way to begin the process of building your team. (See the Planning a Retreat section.)

Some groups have an overnight retreat or a full-day retreat that focuses on teambuilding and other

organizational issues. Even a two-hour teambuilding retreat can make a difference in the cohesiveness

of your organization.