

# Team Work and Collaboration

## Synopsis

Teamwork can be defined as the ability of team members to work together, communicate effectively, anticipate and meet each other's demands, and inspire confidence, resulting in a coordinated collective action. Working well and developing effective relationships with diverse personalities. Developing and maintaining good relationships with co-workers and managers. Maintaining open lines of communication with others. Observing and coaching other employees.

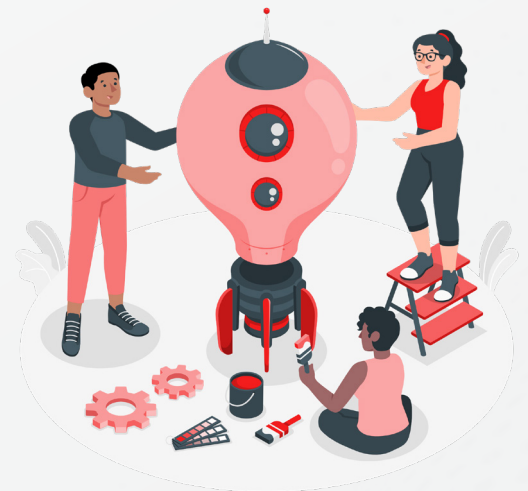
### ➤ Importance of Team work and Collaboration in the workplace

#### Promotes problem-solving

Generally speaking, when diverse knowledge and skillsets are in the mix, it increases competence and experience. Individuals with different skill sets are able to solve problems more creatively and effectively because they are able to cover blind spots.

#### Spurs innovation

The diverse expertise and perspectives of your team will foster problem-solving. When people are constantly updated with new information, it continues the momentum and creates a continuous cycle of ideation that can expedite new and creative solutions.



#### Connects teams to the bigger picture

Many times, the bigger picture gets buried when an individual is focused on a problem. Collaboration in the workplace brings together people with different backgrounds that can be leveraged to identify and see the bigger picture. In addition, it enables employees to make connections between various ideas and departments that break down siloes. This is valuable because it lends a higher purpose to employees.



## **Boosts learning and skills-sharing**

When you have people working together, there is a tremendous opportunity for individuals to learn from each other. Because collaboration in the workplace requires feedback and viewpoints from various teams and team members, you're effectively connecting cross-functional teams. Because no two people have the same ideas, knowledge, and experience are transferred between individuals, enabling employees to expand their skills faster.

## **Increases employee satisfaction**

Collaboration in the workplace helps create an open environment where people feel valued and heard. Employees who are happy positively contributes to a good company culture. In addition, employees who are excited to go to work every day tend to be more accountable and are less likely to leave the company.

## **Teamwork and collaboration**

Teamwork is a cooperative process that allows regular people to achieve impressive results.

### **➤ What is meant by teamwork and collaboration?**

Teamwork and collaboration in the workplace can help lift every member of your team to the next level. If you feel stuck at some point, asking a teammate for their input can help you finish a project successfully.

Both teamwork and collaboration involve a group of people working together to complete a shared goal. The key difference between the collaboration and teamwork is that whilst teamwork combines the individual efforts of all team members to achieve a goal, people working collaboratively complete a project collectively.

Without teamwork and collaboration skills, projects may suffer as people attempt to distance themselves from each other.



## The importance of teamwork

**Eliminates toxic work culture** - The phrase “No man is an island” is especially important in modern businesses. This saying simply points out that no single person is entirely self-sufficient.

When working with a team, everyone has to understand how is collaborate and teammate related, and have to rely on each other for support. This is the best way to make the most out of everyone’s skills.

- Reduces higher employee turnover
- Helps employees remain focused on the organization’s goal

## What are the pillars of great teamwork and collaboration?



**Personal communication** preferences may differ, but there are certain traits that universally help people collaborate.

### Strong interpersonal skills

Interpersonal skills are a key factor in how successful the team can be. However, these skills are dependent on each individual on your team.

### Open communication

Directly tied to a team’s overall social skills, open communication is a key factor in creating a collaborative environment.

### Helpful feedback

One of the most important parts of collaboration is feedback. How comfortable your teammates are with each other is a big factor in the type of feedback they give.

## Leadership

Although each department will have specific managers who lead the rest of the team, it's important that every teammate is comfortable with leadership.

## Accountability

Every manager has experienced a scenario when something went wrong in a project and no one wanted to take accountability for the error.

## Commitment to success

Commitment to success is the final pillar that allows teams to collaborate well in the workplace.

## Conclusion

Ultimately, your team is relying on you to create an environment that supports open communication and collaboration. Though the steps to succeed may look different, the fact remains that teamwork and collaboration can ultimately make or break a company.

