



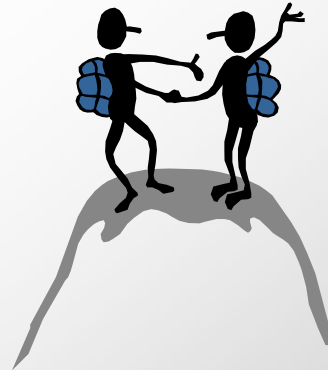
Team Building and Management Team Building

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Team Building is

Training a group of interdependent people in collaborative work and problem solving procedures.

William G. Dyer: Team Building, Issues and Alternatives



Team Building in its best sense

is creating the opportunity for people to come together and share their concerns, their ideas, and their experiences, and to begin to work together to solve their mutual problems and achieve common goals.

William G. Dyer: Team Building, Issues and Alternatives

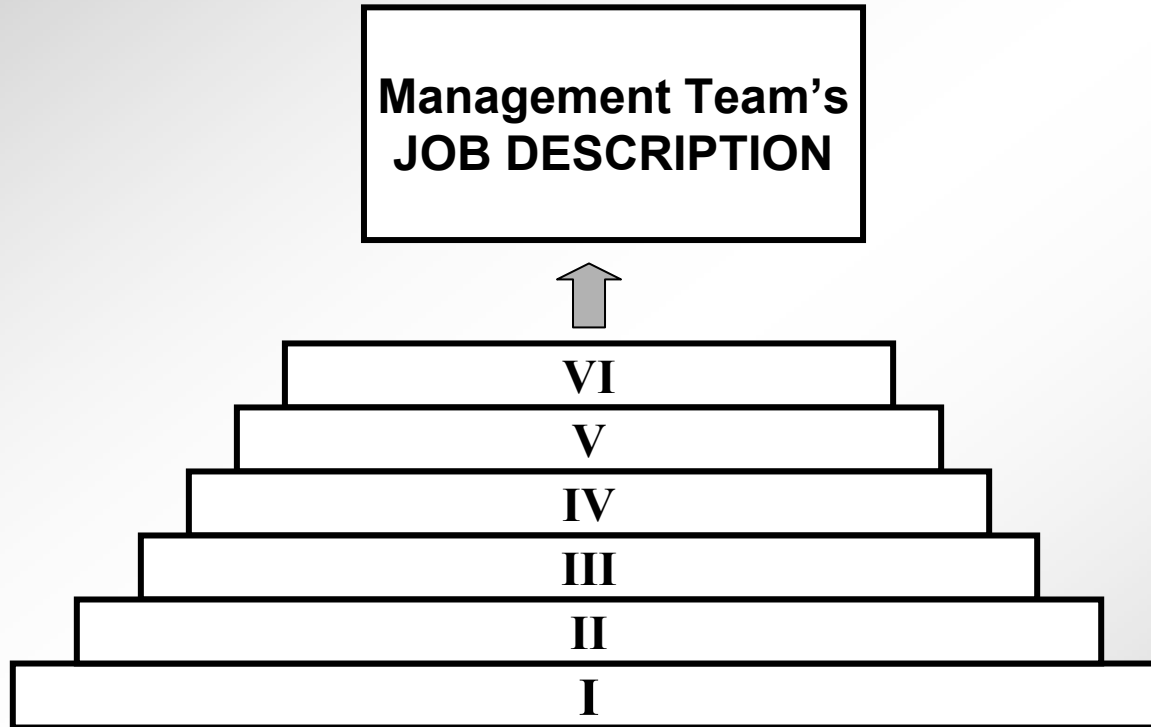
*The manager is always
responsible for
all the team building
activities.*

*He often uses
the consultant help
to get the process started.*

*The consultant is
at manager's service
and often works
as a workmate
in planning
team building activities.
As a facilitator
in team building session
consultant supports
the manager
to concentrate
in the people
and in the content.*

*Team Building is
a work process,
not an event.
To plan activities
is not enough.
There has to be
a proper follow up
and evaluation.
Results are
the best reward.*

The Work Process in Management Team Building



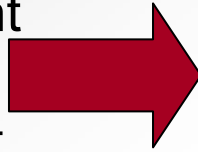
The team is the best developer of its own processes.

The consultant – when needed – will take care of the process and structure of working

During the Management Team Building we will study two main things:

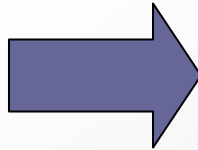


- What does the Management Team do
- Why does the Management Team exist

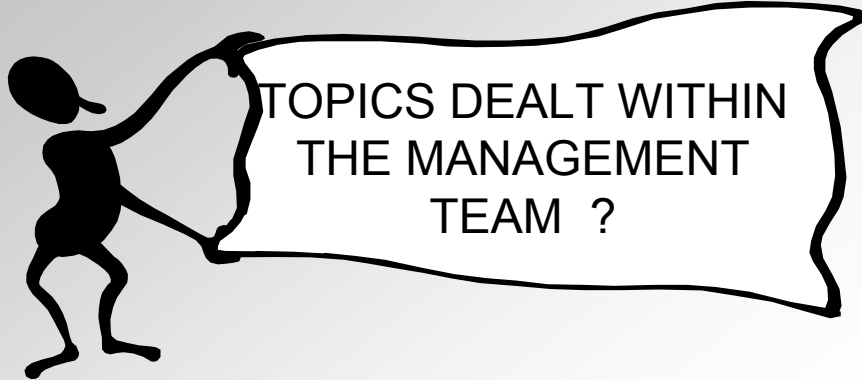


WHAT =
THE MISSION

- Communication
- Roles
- The way to make decisions
- Norms of the group
- Relations to other groups




HOW =
THE PROCESS



1. What works better when made by the group instead of being delegated to an individual
2. Which things are the ones every member of the Management Team should be part of for information or for some other special reason

Time is money!

A large, arched frame with a marbled, stone-like texture. Inside the arch, the following text is written in a black, cursive font:

*All the hard systems
will fall down
if the management
and human relationships
will not function*



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