

HOW HR CAN INFLUENCE EMPLOYEE TEAMWORK

Your approach to the following HR areas can all influence teamwork.

- Recruitment and selection: Successful teams are made up of self-motivated employees with excellent communication skills. Identify the qualities your teams require and design your recruitment drives accordingly.
- Learning and development: Specific skills are required to work collaboratively, and to lead a team. More effective team-working can be achieved by developing staff in areas such as project management, communication, and leadership.
- Pay and reward: Employee incentive programs can promote effective team-working by rewarding team achievement.

How HR can guide teams

HR can directly support better team-working by getting involved in how teams are organized.

- Define a clear purpose and goals for each team
- Measure team performance
- Reward team excellence

TEAM BUILDING ACTIVITIES

Types of team-building activity to consider include:

- Problem-solving activities
- Goal-setting activities
- Role-based activities
- Communication-based activities

BENEFITS OF TEAMWORK

- More efficient working
- Greater innovation through collaboration
- Competitiveness and best-practice sharing among teammates
- Stronger employee relationships, leading to higher morale and motivation