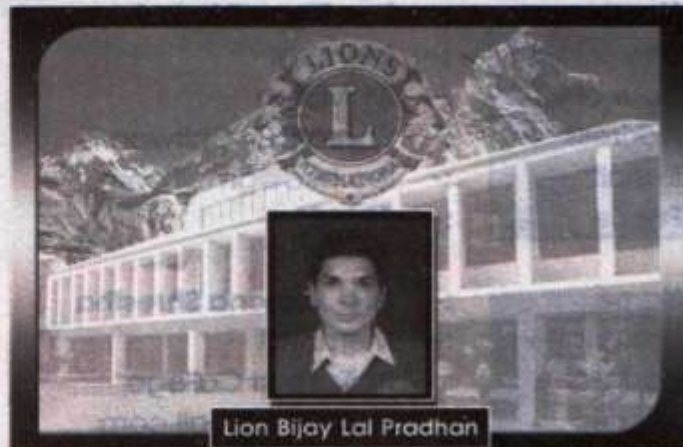




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## A KEY SUCCESS – TEAM WORK

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Lion Bijay Lal Pradhan

Not all groups in any organizations are team but all the teams are group. The difference between a team and group is that a team is interdependent for overall performance. A group qualifies as a team only if its members focus on helping one another to accomplish organizational objectives. So the team work is essential for competing in today's global arena, where individual perfection is not a desirable as a high level of collective performance. There are two factors which makes a high performance team. The first factor in team effectiveness is the diversity of skills and personalities when people use their strengths in full, but can compensate for each other's weakness. When different personality type balance and complement each other. The other element of team work success is that all the team efforts are directed towards the same clear goals, the team goal. This relies heavily on good communications in the team and harmony in member relationship.

As the research department of Lions Clubs International has found that the reason for outgoing members are due to non involvement (in club matters and activities due to which he/they become disinterested), Long boring meetings, Club politics/cliques.

To make a Club or an organization success we should be clear about the following matters.

- Team goal should be totally clear and completely understood and accepted by each team members.
- There should be completely clarity about the responsibilities and authorities.
- There should build trust and openness with in team members
- Whole team members should be involved in decision making process. So that each member should feels his or her ownership towards the club or organization.
- Each & every member should be kept fully informed. Even if some team members are spread over different locations, the meeting may be done online or resolution may be mailed through internet whatever possible.
- The Board (or Leader) should be careful with interpersonal issues. The issues should recognize as soon as possible and should solve tactfully.
- Appreciation should be done for the individual contribution
- Members should not limit on negative feedback whenever there is opportunity positive feedback should be given.

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