

**TEAM BUILDING: PROVEN STRATEGIES FOR
IMPROVING TEAM PERFORMANCE**

Aaron Gervin

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Decision Teams. Another key obstacle is the lack of apparent connections between team building and formal rewards in the organization. Ultimately the manager should be responsible for the development of the team.

Sharing Leadership The concept to be taught and practiced is that leadership is shared. Review team performance periodically Why are you giving me burned toast every morning? Some managers in the organizations we studied indicated that even though they would like to engage in team building and felt they knew what to do, they did not get any support for these activities from their bosses.

He or she must be able to help the manager look at his or her own style and impact. I wrote about this change from T-groups to team building as follows: As practitioners developed more experience in

applying the T-group methods to work units, the T-group mode shifted to take into account the differences of the new setting.