



### Competencies that are addressed:

#### PRIMARY COMPETENCY CATEGORIES:

- **Teamwork—**  
Organizes work tasks, people, and resources to deliver most effectively on organization goals.
- **Leadership—**  
Drives business results by aligning the vision, mission, and values to enhance business value. Is able to enlist the willing cooperation of others, while tapping into their highest skills and abilities, to achieve desired results.

#### RELATED COMPETENCY CATEGORIES:

- **Values—**  
Guided by a personal code of ethics. Demonstrates a strong sense of integrity by working in accordance with their personal values.
- **Vision—**  
Future-oriented. Develops a future exciting picture of what could and what should be, regardless of what is, for them and their organization.
- **Attitude—**  
Maintains a friendly, positive, and enthusiastic outlook.
- **Interpersonal Skills—**  
Displays a consistent ability to build solid relationships of trust and respect inside and outside the organization.

## Team Building

### SUMMARY

Creating alignment and purpose in a team helps promote action, focus, and direction. Teams need to work together to identify and work by the values, vision, and guiding principles that build successful teamwork.

### CONTEXT

Teams are dynamic, ever-evolving workplace entities. Ideally, teams are growing in terms of skills, processes, and team interactions, even though they inevitably experience ups and downs on their paths to consistency and success. If the team is continually building on the strengths of the individual team members, and building structure and efficiency in its processes, it will achieve greater and greater success.

In this module, you look at ways to strengthen the sense of common purpose among team members. You use the powerful forces of values and vision to unite the team and give it direction. You commit to adjusting your interaction with your team in order to provide an environment of mutual support.

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### At the completion of this module, participants will be able to:

- Create common purpose for team members
- Create a team environment of mutual support
- Examine the values that govern team interactions
- Commit to principles for building teamwork
- Create a unifying team vision

*“Build for your team a feeling of oneness, of dependence on one another and of strength to be derived by unity.”*  
—Vince Lombardi