



ENSURE

I01 – TRAINING COURSE MATERIAL

3.2. Team Building and Development

With the support of the
Erasmus+ Programme
of the European Union



ENSURE – Entrepreneurs for plasticS' circUlaR Economy
Project Reference Number: 2020-1-FR01-KA202-080583





TEAM BUILDING & DEVELOPMENT

The most innovative business idea
has no future without a well-aligned
team!





“

WHAT ARE THE CHARACTERISTICS OF A TEAM?

IS IT POSSIBLE TO BUILD A TEAM FROM SCRATCH?

WHAT SHOULD WE PAY ATTENTION TO WHILE WORKING IN A TEAM?





START WITH CHERISHING THE DIVERSITY IN YOUR TEAM!

Heterogeneity among team members often triggers a good amount of creativity.

Nevertheless, even a diverse team still needs to identify common goals and share one purpose.



WHAT ARE THE CHARACTERISTICS OF A TEAM?

A team consists of a set of key elements and features. They all are equally important, to be considered and nurtured.

You can divide them into 2 categories:

- **Individual features** (that is, what the individual brings into a group)
- **Common/ shared features** (they concern the group dynamics)
- Together, individual and common features trigger 2 additional key elements of a team's **needs** and **rules for teamwork**



1. INDIVIDUAL FEATURES

Every individual, contributes to the team dynamics with one's own character and attitude.

It is crucial for a team to take the time to **get to know each other** and especially identify everyone's individual characteristics.





INDIVIDUAL FEATURES ARE:

1. Personal goals and objectives

"What do I want to achieve with the project i am joining?"

2. Personal Motivations

"What drives me in choosing this project/ this team?"

3. Personal strengths

"What are my elements of value? What makes me unique?"

4. Personal areas of development

"What are the areas where i should/ could improve?"





INDIVIDUAL FEATURES ARE:

1. Personal goals and objectives

In joining a project we always pursue some personal goals: expectations for the future, desired outputs (e.g. professional or personal growth), etc.

2. Personal Motivations

They are what drives us in choosing a direction or taking action. Motivation is the “fuel” that allows us to reach our personal goals.

3. Personal strengths

They can be material (e.g. a personal location made available to the team), financial (e.g. investments), intangible (skills), etc.

Sometimes “it seems obvious” to share one’s assets for a common goal. But it is always important to take the time to acknowledge them within the group.

4. Personal areas of development

They are those “gaps” anyone needs to fill in order to better work with the team. One could feel the need to improve some technical skills or to gain further knowledge on key concepts of the common project; one could also face some personal difficulties that other team members could help us overcome. Therefore it is always important to acknowledge them.

2. COMMON/ SHARED FEATURES

They are the result of the discussion between team members. They are the core of teamwork and can determine its success.

It is fundamental both to **identify** them at the beginning of a team's work and to **monitor** them with the time while the team grows.





COMMON FEATURES ARE:

1. Team Goals and Objectives

“What does our team want to achieve with our project?”

2. Roles and responsibilities

“How should we distribute the tasks? where will every member be held responsible? how will each of us contribute?”

3. Team scope/ Purpose

“What is our idea/ our team contributing to transform on the outside in the long term?”





COMMON FEATURES ARE:

1. Team Goals and Objectives

They are the common outputs (on the short and the long term) the team wants to generate by working together. It is important for them to be precise, clear and measurable with a set of indicators.

2. Roles and responsibilities

They depend on each one's skills, attitudes, personal strengths and assets. Roles can be formal (CFO, PM,...) but also informal (e.g. members who are best fit to "lighten the mood" inside the team, members who are able to support others in improving their development areas).

3. Team scope/ Purpose

A team's purpose goes beyond its actions in the short term. It has to do with the impact the team wants to generate on the outside. A team may pursue a limited purpose (e.g. to improve some processes in a specific company) or a particularly complex one (e.g. the safeguard of water supply for developing countries).

INDIVIDUAL AND COMMON FEATURES GENERATE 2 FURTHER ELEMENTS:

- The **needs** of a team
- A set of **rules** for teamwork





2 FURTHER ELEMENTS:

1. Needs of a team

“what do we need in order to reach our goals/ overcome our fragilities/ grow?”

Once the team members share their strengths, weaknesses and desired outputs, it is useful to list everything the team will need in order to compensate for what is missing or to promote its full potential (e.g. further training/ a project management software/ a recurrent time for relaxing together...).

2. Rules for teamwork

“How will we behave in carrying out our assignments? what will we do to facilitate teamwork?”

Based on the needs of the team and the purpose it pursues, the members should list a set of rules in order to overcome obstacles, facilitate everyone's work, promote the internal assets and ultimately reach the common purpose. The rules should be precise, coherent and realistic.



The slide features a white background with several green decorative elements. On the left, there are four leaf-like shapes arranged in a circular pattern. Each leaf contains an aerial photograph of a lush green field with distinct diagonal stripes, likely from different crops or irrigation patterns. Some of the leaves also show small palm trees. Additionally, there are three solid green circles: a large one in the top-left, a medium one in the top-center, and a small one in the bottom-left.

THANKS!

TEMPLATE FROM [HTTPS://WWW.SLIDESCARNIVAL.COM/](https://www.slidescarnival.com/)



PARTNERS



ARGE



Cz&K
Solution



Chambre de Commerce Italienne
Nice, Sophia Antipolis, Côte d'Azur



With the support of the
Erasmus+ Programme
of the European Union



The European Commission's support for the production of this publication does not constitute an endorsement of the contents, which reflect the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.