

Team-Building Activities

Issues important to you -
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specialists at the **Extensis Group**.



Team-building activities have the power to bring your employees together and give them a strong sense of direction for the future. Integrating team-building activities into your work agendas and schedules makes great business sense and can make major headway in achieving company goals. If your activities align with your business objectives and future plans, you can create positive experiences and feelings that last well beyond the activities themselves. Here are some suggestions: a ropes course, a challenging hike in which employees must navigate themselves to an end location or a company Olympics challenge.

A Successful Game Plan

In order for your team-building activities to be a success, you must start planning for their outcome well before the events occur. Ultimately, the success of these activities is contingent on a well-articulated plan that aligns the activities with your organization's goals. To do so, consider the following planning guidelines:

- Develop a team to plan the event since you want the good behavior produced at the activity modeled at your organization later. Obtain feedback on what is lacking from your organization and then try and come up with activities that will fill those voids.
- Only conduct team-building activities with departments that already act as a team or operate as a unit. They must share a common purpose, vision, mission and performance development system that promotes growth. If employees are solely valued and rewarded based on their individual contributions, then a team-building activity will not suit their needs properly.

Team-Building Cautions

Team-building is not for every organization or even every individual department. Avoid these blunders when trying to bond your employees:

- If your organization rewards individuals for their goal achievements and efforts, then team-building may foster cynicism about the organization and its perception of what is most valued.
- If you hold a meaningful team-building retreat but then do not follow up with activities within the confines of the workplace, this may harm employee morale, productivity and trust with regard to the actual importance of the activity. You must show employees how the team-building activity will help them get better at their jobs and remind them of that message frequently in the workplace. Also, if events are not followed up on, employees may become jaded about their importance and see them as a waste of time.

Team building can be useful in creating workable solutions, feelings of belonging and customer-focused values. If they suit your organization's needs, try a team-building activity with your employees today!

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