

PRESS RELEASE ON WEBINAR ONEFFECTIVE TEAMWORK

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AT 9:15 UP TO 10:45 A.M.ON 22.2.2016

Dr. Manu Vora, Chairman & President, Business Excellence, Inc., USA Advisor of Eminence, Business Excellence, ASQ India. New Delhi, India Adjunct Faculty, School of Professional Studies, North-western University Visiting Faculty, Great Lakes Institute of Management, Chennai, India joined the 2nd of the series webinar on leadership excellence “effective teamwork” organised by Merchants Chamber of Uttar Pradesh and the The Young Achievers’ Group (TYAG)

The first webinar in the series was held on 25th January 2016. The next Webinar shall be held on 28st March 2016 on Effective Time Management.

The Webinar was well attended and participants increased at least four times as compared to webinar held on 25th January.

The Salient points **Dr. Manu K. Vora** talked about in his were as below: -

CHARACTERISTICS OF EFFECTIVE TEAMWORK

He said that Effective teamwork creates its own set of characteristics that makes it possible to see the cohesion in a group. When an efficient team gets to work, the structure that has been put into place helps the group obtain productive results.

In order to create a productive team, you first need to be able to identify the characteristics of effective teamwork.

1. UNIFIED COMMITMENT TO A GOAL

A team is created to complete the goals it is given. An effective team is committed to completing its goal by using the team's resources. It does not mean that as individuals the people that make up the team share the same point of view or are all in agreement on what is best for the group. It means that when the team is presented with a goal, they can come together and work as a single unit to complete the task.

2. PASIONAT PARTICIPATION

In order for a team to act as a team everyone must be participating in the creation of a solution. A team does not have extra members. Each member of a team is essential to the team's success, and when the group is given a task, each member knows what their job is and sets out to put in their fair share of the effort.

3. OPEN COMMUNICATION

A team is able to communicate effectively and there is a feeling of open communication between all members of the group. Issues within a team are handled by face-to-face communication. Team members do not talk behind each other's back as there is a respect

developed among team members that necessitates direct and open communication on all issues.

4. DECISION-MAKING

A team has a hierarchy and a built-in decision-making system that helps it to react quickly and effectively to all situations. The members of the group are respected for their various areas of expertise, and the leader of the group has developed the ability to obtain the group members' opinions to formulate the group's response. This applies to decisions made within the group ranging from resolving internal conflict to a potential change in group leadership.

5. EFFICIENT USE OF IDEAS

Brainstorming is one way that groups come up with the solution to a problem. An effective team is able to gather information from each member and formulate that information into a response. The team becomes adept at dismissing ideas that will not work, and including effective ideas into what would become the team's solution to an issue.

6. FOCUSING ON GOALS

A team is driven by a common goal. In order to have an effective team, that common goal needs to be spelled out in advance and understood by team members. What helps a team achieve success is focusing on the team goals. Put the goals in writing so everyone can see and understand what the objectives of the team are and help to work toward accomplishing them.

7. COMPENSATION

A team works well when the members understand what they will be compensated for their efforts. All Business notes it is best to come up with a compensation plan before assembling the team. When people have their compensation expectations laid out before they sign an agreement to join the team, compensation can be removed as an obstacle to effective teamwork. If all team members feel they are being compensated fairly, that can help lead to maximum productivity.

8. DEALING WITH CONFLICTS

Dealing with conflicts within a team as they arises. Conflict tends to throw a team off of its focus, getting it away from its goals and objectives. By learning to deal with conflict immediately, a team can remain effective at all times.

Sri Padam Kumar Jain Vice President of Merchants Chamber of Uttar Pradesh welcomed Dr. Manu Vora and the Participants on behalf of Merchants Chamber of Uttar Pradesh and TYAG. He praised the efforts of Dr. Manu Vohra for enlightening the young entrepreneurs of Kanpur for doing better in their ventures.

Dr. Awadh Dubey a passionate Social Worker founder President of TYAG said that after watching the growth of interest he feels that change of venue to accommodate larger audience is necessitated the next programme shall be held in the Auditorium.

Following were the participants:

The student of STEP-HBTI, Kanpur, Sri A.K. Sinha, Secretary, M.C.U.P., Dr. Sanjeev Bhargava, Bhargava Hospital, Sri Shailendra Tiwari, J.L.R. Hospital, Sri Pankaj Jain, Jain Vidyalaya, Ms. Kanchan Mishra, SEWA, respected teachers, professionals, honourable doctors, and the members of Merchants' Chamber of Uttar Pradesh, Sri Y.S. Garg, CEO-Federation of Indian Export Organization (F.I.E.O.) Kanpur, the representatives of TYAG-Kanpur, University technical Colleges and wannabe entrepreneurs.

Regards

Merchants' Chamber of Uttar Pradesh