

The Importance of Promoting Teamwork

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"Great teamwork is the only way we create the breakthroughs that define our careers."

-Pat Riley

Throughout graduate school, I often heard classmates complain about how they hated group projects and how they preferred completing assignments on their own. Unfortunately, this is a common mentality held not only by graduate students but professionals everywhere. Experiences with group projects are often tainted by delegated work not getting done, variations in quality and personality clashes. These bad experiences have left many preferring to complete projects on their own despite the product requiring more time to complete.

Teamwork is often imperative for organizational success. There are many instances in which one project may require involvement from multiple departments in order to be completed successfully and if individuals within these different departments do not come together, it is likely the project will fail. Although leaders wear many hats, one of the most important roles they play is a facilitator of teamwork. Leaders themselves must understand the importance of teamwork despite its intangible nature and therefore, create a culture that encourages and values teamwork.

Teamwork not only includes working with others on projects. Teamwork also entails openly sharing important information across and within departments, individual flexibility and patience, organizational wide encouragement, and mutual respect between and within departments. These aspects promote communication and support while simultaneously fostering employee relationships, which cultivates synergy within an organization!