

INTEGRATED TEAM - TEAM INTEGRATION

Team Integration has one main purpose in any business and that is to improve performance and the bottom line. True integration is not simply a structural or location issue. It is a visible, practical and results producing model of effective collaboration - the new way of working.

An integrated team will achieve improvements in performance by developing the right culture and adopting the behaviours needed to support and reinforce that culture. This in turn leads to the eliminations of waste, duplication and unnecessary processes and procedures. Importantly it leads to the willingness to innovate and encourages the team to fly. Fear and pontificating are replaced by enthusiasm and excitement, willingness and determination; the “why” becomes “why not”; the “can’t” becomes “can”. A problem foreseen is not something to hide. To discuss problems are no longer an excuse to blame, rather a reason to come together and solve.

Crucially, by going through the JCP process the team will move the focus from what is best for me to what is best for the company, alliance, joint venture or project - it is a true recognition and commitment to the interdependence that exists, and this requires a real understanding of each other’s needs.

JCP will observe and give personal and group feedback on behaviours, dynamics, performance and effectiveness. This is particularly so when ways of working have to change. Experiences show that new ways of working and collaborating are more successful if they really start at the ground level and are not imposed from the top.

As an outcome the integrated team will be a very powerful force in bringing about bottom line benefits, furthermore the team and its individual members will:

- See first hand the benefits of relationship building and collaboration, and are inspired to seek further improvements.

- Enjoy working in a co-operative and trusting environment that adds to their job satisfaction.
- Help their companies appreciate the benefits from breaking down functional and company wide silos.
- Feel more confident in that they have the influence to make a difference, which in turn will further encourage commitment and enthusiasm to the new integrated ways of working.
- Gain from a hands on experience of the co-operative behaviours which will lead to those behaviours becoming the normal way of working rather than “another initiative”

Over time team members will take personal responsibility for developing more pro-active management, and:

- Make good habits from what are often neglected business practices- setting goals & clear objectives, reviewing, establishing priorities, solving problems etc
- Develop a fact driven approach where instead of making business decisions based on opinions, beliefs and assumptions the decisions are based on facts and data
- Become more process aware and focused so that improvements and changes are followed by success.
- Practice what they preach.
- Become an inclusive team with everybody taking personal responsibility for developing effective team working together.
- Using common sense. Identifying and agreeing new ideas, new ways of working and improvements that are easy to understand, and easy to implement
- Will keep things simple, unpretentious, use ordinary language by avoiding jargon whilst in furtherance of a common aims and set of objectives.