

Teambuilding: bad – good teambuilding, how to estimate the results!

Teambuilding is an inherent instrument for creating of productive and close-knit team. Teambuilding is a part of corporate culture for many modern companies. But not everyone knows how to estimate its efficiency. For some people teambuilding is a mean to relieve distress, for other people it is the way to spend time well, for others it is the possibility to meet new company employees. Let's try to study out the main point of teambuilding and how estimate its efficiency in the correct way.

5 differences between a team and employees group

1. The team works as one organism. The team is oriented on the result. Personal advantage is not desirable.
2. Participants feel their own responsibility for their work and make maximum efforts for its carrying out.
3. For difficult tasks solving, each team member is heard and the optimal decision is made to achieve maximum results. Opponent opinion is always considered.
4. Participants are ready to present their ideas and share information.
5. Conflict situations are transformed into "healthy" arguments that is why the result is not stopped.

Teambuilding tasks

- Employees motivation
- Group cohesion amplification
- Cooperation and collaboration increasing
- Detection of hidden possibilities and potential
- Development of conflict situation solving skills
- Development of decisions making skills in stress situations
- Detection of weak and strong sides
- Productivity increasing and so on

Teambuilding planning

If you want to have a qualitative teambuilding you need to prepare it carefully. So you need to set goals, develop ideas and also their adaptation, plan a creative program, calculate the budget and so on. Tasks quantity for each project is different. But if you want to get a result you need to consider the following factors.

1. Set a specific goal.

Teambuilding, which is made for image never brings the result. Look through weak and strong sides in the team. Set goals which you want to achieve.

2. Targeted audience working out.

It is needed to understand who you want to make in the team. It is impossible to bring together everyone and there is no sense in it. For example, relations consolidation between employees of a work shop and a legal department will not influence the company work efficiency.

3. Choose the time.

It is necessary to stark preparation works in time and choose the time correctly. For example, if the employees have 'a hot season' and they have a lot of orders, searching for Maia treasures is not suitable. Because of internal stress and thoughts about work the workers will not relax and involve into the process on 100%. And some employees can even refuse taking part. Badly chosen time for event holding can lead to small presence of employees: instead on 220 people you can get only 80.

4. Set well-defined tasks for employees.

All activities and actions should be understood by participants. They need to know why they take part in this event and what they will get in the end. That is why before event starting, explain the event main point or prepare the event holding plan in the way which is understood for everyone. Such approach will help Mr. John Smith to understand why he needs to wear a suit of a banana and search for Flint treasure in McDonalds.

5. Participants should be well-fed.

Remember if the teambuilding includes sport activities which will last more than 3 hours, employees should be fed well. Or they will start 'eating' each other.

6. Avoid excessive economy.

Yes, expenses should be wise also the event with a large budget will not guarantee the quality. No, you should never 'save' too much. Because during the teambuilding the employees estimate the event on basis of which they make conclusions about the executive management attitude to workers.

7. Organize the teambuildings regularly.

Teambuilding should be carried out minimum once a quarter. It is not necessary to make them very expensive. You can develop small activities for different department: collective excursions, a corporate event and so one. And professional huge events should be carried out minimum 1-2 times a year.

How to estimate teambuilding results

Now we come to the things from which we have started. Efficiency indications. What things should be estimated to understand results. Smiles quantity? Quantity of drunk cups of coffee? Or maybe the quantity of photos in Instagram? So, how to estimate the results:

1. Collect the feedback and get the marks from participants
2. Take the report from business coaches
3. Look through the financial report
4. Monitor the level of employees' turnover (look how it increased or decreased)
5. Estimate the team work efficiency
6. Analyze the atmosphere in the team

Also these are not the only efficiency indicator. Metrics depend on goals and tasks which are set in the beginning. If you need not only to estimate the situation in the team and also to increase the company work efficiency on the new level, you can't do it without a detailed plan and a professional approach.

How we work

We work out the goals and tasks for set results achievement. In this question Rockets specialists start from detecting of problems among employees and weak sides of team work. Then we develop a creative conception, make a cost sheet. Then we confirm the project with the client and carry out the event. But our work is not finished on this stage. Because professionals always give their clients the possibility to estimate the efficiency of investments. That is why Rockets specialists make KPI lost and write down time limits for teambuilding efficiency results.

Our team can develop a program for teambuilding activities for 1 or 5 years. Do you want to know how it works? Then send the signal on Rockets satellite and we will start the event-shuttle building!



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