

Module 7 – Social and Behaviour Change- Child Protection

Session 5: Understanding Team Work

Duration: 3:22 Minutes

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At the end of the session you will be able to describe

- Why team work important
- How teams should work
- What is the role of each member of the team?
- What type of leadership would bring about the best results?

Teamwork matters

In this session you will learn what a team means, its characteristics and the role that the members and the leader play.

Let us begin with the definition of a team and types of team.

A team is a group of individuals working together to achieve towards a common goal.

Types of team

Child protection professionals usually have to work in two types of teams.

1. One team is within their own department, which comprises their colleagues – peer level, juniors and seniors.
2. The other team is outside the department at the field level where they interact with people from other departments and achieve a common goal. Like the CWC, JJB, District Child Protection Unit (DCPU), SJPU share a common goal of protection of child rights.

Points for reflection- You must have worked in a team or would be part of a team at your work place. Recall your experience with the members of that team. How has it been? Pleasant or difficult? Do you think a pleasant environment within a team motivates its members and contributes in maximizing their potential?

How team should work

Let us look at few elements that define how teams should work

1. Communicate. This is one of the most important elements for a successful and strong team performance. Keeping the lines of communication clear, open, honest, and respectful will allow team members to express their feelings in a way that prevents a buildup of distrust.
2. Respect individuality - When working with teams, managers must understand the importance of individuality.
3. Encourage creativity - Creative input should be encouraged by every team member on every project.
4. Trust-Building Exercises - One way to enhance team spirit is to set aside time for trust-building exercises. If trust and support are seen as an important part of organization's culture, they are more likely to grow.
5. Define Roles - Effective teams require clearly-defined roles so everyone knows what he or she is responsible for. This creates better team cohesion and productivity.

Understanding cross-functional teams in child protection

- Child protection professionals are members of different teams
- The CWC, the JJB, the DCPU and the SJPU are a team.
- The team could be expanded by including NGOs, *Panchayat* members, CSOs etc., depending on the tasks to be accomplished.
- Only when all members work as a team, the results can be achieved. Everyone should have the same goals and share the same vision and values.
- Each one should play his/her role well since these roles are inter-dependent. If one member does not perform well, the team does not perform well. This is something that you and all others working on child protection should remember always.