

# Welcome to presentation

Factors Contributing Team Building and Conflict



# TEAM Building Factors



- Take other team members' opinions respectfully
- Understanding the psychology
- Sacrifice, sharing, mutual respect and trust mentality
- Sharing Responsibility and assisting in time of difficulties (professional and personal)
- Define the roles and responsibilities
- Purpose and required skills
- Constructive criticism [positive approach] in person

# Continued

- Right person in right place or position
- Pro-activeness
- Positive competition and rewarding
- Encouragement, appreciation, recognition
- Scope of work and development



# Conflicting Factors

- Giving special privilege to any staff
- Ego sate
- Credit taking tendency of the team leader
- Lack of governance, policy vs practice
- Avoiding line management in respect of decision making
- Breaching of sensitive information and mistrust



# Continued

- Whispering
- Lack of tolerance and empathy
- Not cross checking the fact
- Blame Game
- Not understanding the member's capability



# Importance of Human Relations in Workplace



- Improving employee creativity
- Motivated employees
- Employee engagement
- Healthy and friendly relationships
- Improved productivity
- Increased loyalty
- Enhance organizational development

# Demerits of division Relations in Workplace

- Slow the growth and development of organization
- No chain of command exist
- Grow rapid conflicts
- Less productivity



# Way to Develop Human Relations



- Feel a like
- Be empathy
- Develop '**We**' culture rather '**I**'
- Family bondage
- Ensure mutual trust, respect, dignity
- Support and guide in a time of hardship
- Be a **LEADER** not **BOSS**

**Thank you for your patients**