

An Introduction to the Book by Champoux, Chirls, and Myers

Giuseppe Alvarado – Port of Seattle



What is a Team?

Team - Two or more draft animals harnessed to the same vehicle or implement;





# What is Work?

Work - Sustained physical or mental effort to overcome obstacles and achieve an objective or result;



# What is Teamwork?

- ❁ Merriam-Webster: work done by several associates with each doing a part but all subordinating personal prominence to the efficiency of the whole
- ❁ “Teamwork is the glue that binds losers together”
- ❁ Felix Dennis



## **Teamwork -**

Work done by  
several associates  
with each doing a  
part but all  
subordinating  
personal  
prominence to the  
efficiency of the  
whole

Subordinating – Linking

Prominence – Talent

Efficiency - the ability to do  
something with wasting  
materials, time, or energy

## **Teamwork -**

Work done by two or more  
members of a team with each  
doing a part but all linking  
personal talent without  
wasting materials, time, or  
energy.





The Borax 20 Mule Team – Used to haul borax from Death Valley to Mojave – 165 miles in 10 Days.

The borax weighed 24 tons and the entire load weighed 36 ½ tons.





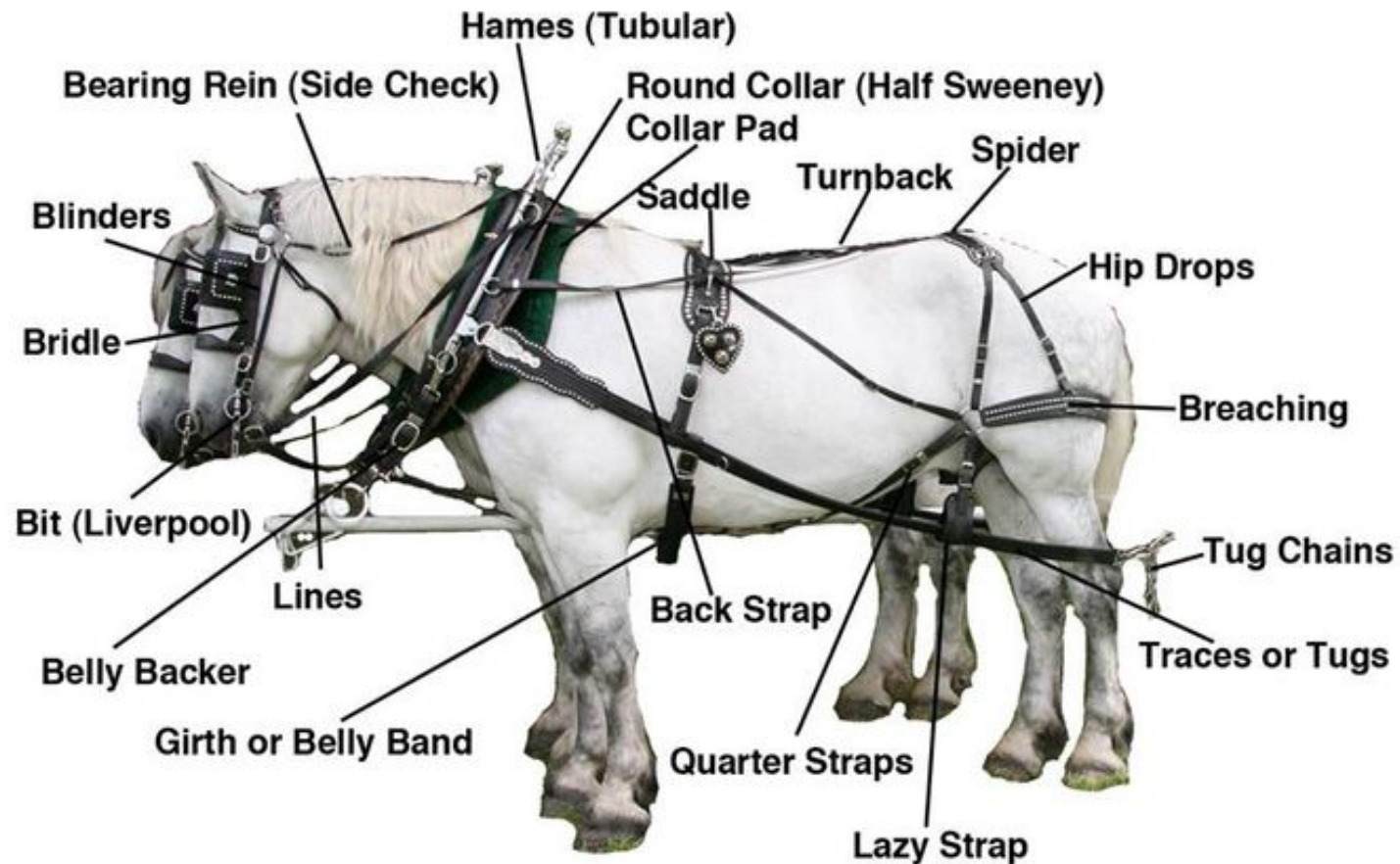
Draft animals were in common use in Mesopotamia before 3000 BC for farm work and for pulling wheeled vehicles. Their use spread to the rest of the world over the following 2,500 years.



A REAL TEAM!



## *Parts to a Team Working Harness*



# Teams That Work Video



# ***THE TEAMS THAT WORK MODEL***

- 1. High Level of Trust** (OPEN WITH)
- 2. High Level of Respect** (REGARD FOR)
- 3. Commitment to a Clear and Common Purpose** (BUY IN)
- 4. Willingness and Ability to Manage Conflict** (ASK THE DIFFICULT QUESTIONS)
- 5. Focus on Results** (MEASURE & RECOGNIZE ACHIEVEMENTS/OUTCOMES)
- 6. Alignment of Authority and Accountability** (ACT ON DEFINED ROLES AND EXPECTATIONS)

- 1) Before learning more about the six characteristics, which one do you think your team is currently doing well? Why?
- 2) On which of the six characteristics, which do you think your team needs the most work? What experiences can you share that have created that perception?
- 3) How is your current team doing at balancing both Task and People skills? Does it focus on one more than the other? If so, what is the impact?

**“Understanding that I can change  
my behavior to become more  
flexible is helpful in creating trust  
and respect”**

***Mark Fleish, PEMCO***

**“Coming together is a beginning;  
keeping together is progress;  
working together is success.”**

***Henry Ford***

~ The End ~