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## **"Team Building: Proven Strategies for Improving Team Performance, 4th Edition"**

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**Abstract:** Team Building is an important issue for Youth Development professionals. We utilize team-focused work to achieve our objectives in educating youth. The team building skills we integrate into programming serve to prepare youth for the dynamic, highly interpersonal work environment of today. "Team Building: Proven Strategies for Improving Team Performance, 4th Edition," by W. Dyer, W.G. Dyer, and J. Dyer (2007), provides a practical theoretical framework for those interested in team building application, training, and practice in everyday work.

### Introduction

Working in teams is an essential component of professionals in the youth development field. Not only do we work closely with other youth workers in program planning in delivery, but we train youth and adult volunteers and staff members to work more effectively in group situations. A strong foundation in team building is not only a valuable practical skill to be successful in youth development, but also a life skill that should be a strong component in a well-balanced youth training program. When working in a group or team, the ability to recognize group member strengths and draw upon them to meet common goals is an asset in today's job market.

The authors prepare the readers to not only evaluate their existing organizational teams, but allow them to evaluate their leadership roles in leading teams. The reader is prepared by the text to proactively prepare their teams to work effectively together and educate others using a valuable framework of "4 C's of Teambuilding: Context, Composition, Competencies and

Change.” Overall, consider “Team Building, Proven Strategies for Improving Team Performance, a valuable resource for all youth development professionals.

“Team Building: Proven Strategies for Improving Team Performance, 4th Edition,” outlines the four C’s in the initial chapters, then proceeds to expand on them in the chapters that follow.

## Content

- The Search for The High-Performance Team
- Context: Laying the Foundation for Team Success
- Composition: Getting the Right People on the Bus
- Competencies: Developing Team Skills for High Performance
- Change: Devising More Effective Ways of Working Together
- Bringing the Four C’s Together: Designing a Team-Building Program
- Managing Conflict in the Team
- Overcoming Unhealthy Agreement
- Reducing Conflict Between Teams
- Managing the Temporary Team
- High Performance Virtual Teams
- Managing Inter-organizational (Alliance) Teams
- Challenges for Building Effective Teams

## Application

The text is a valuable foundation for anyone working in team-focused field such as youth development. Many youth educators build youth programs concentrated on developing the skills in youth to aid them in working effectively with others. The resource’s designed activities are valuable in and of themselves, but the reflection of the experience should not be overlooked. In fact, processing the experience with group team members should be considered the most important part of the activity. The authors provide valuable perspective and analysis of team building basics, real-world examples, and methods for dealing with problem situations that give way to laying the ground work for team leaders and facilitators. Personal and organizational assessments are interwoven in the text to provide an opportunity for the reader to evaluate the effectiveness of teams.

## Reference

Dyer, W.G., Dyer, W.G. Jr., & Dyer, J.H. (2007). *Team Building: Proven Strategies for Improving Team Performance, 4th Edition*, San Francisco: Jossey-Bass.

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