

Five Pillars of Teamwork

How do businesses operate collaboratively in our global environment and still continue to thrive in the face of increasing competition? The answer is that businesses must embrace functioning as highly result oriented ecosystems called teams. In a letter prefacing the "[The United Nations Principles for Responsible Education Management](#)," the Dean of the U. C. Berkeley Haas School of Business Richard Lyons wrote:

"Most experts agree that myriad societal and economic forces have us on trajectories that will, if continued as in the past, hit a wall in our children's lifetimes, if not in our own...Globally, trends in climate change, trade imbalances, persistent poverty, limited access to clean water, and armed conflict represent even more daunting challenges. These macro paths need bending...this presents both a responsibility and an opportunity: We can prepare business leaders who will bend us toward sustainability, and who will use the power of markets to do so."

What are the 5 Pillars of Teamwork

The five pillars of a successful team are Trust, Conflict Resolution, Commitment, Accountability and Results.

Building Trust

Trust grows when team members are willing to be vulnerable with each other. They must have confidence that their fellow members' intentions are good and helpful. Team members need to take the time to gain deeper insights about themselves and their teammates. They must be transparent about what they feel are their limitations.

Resolving Conflicts

All sustainable relationships are built on resolving conflicts in order to grow. The process of conflict resolution is the best way to find the most powerful solutions in the shortest period of time. It is imperative to encourage all team members to contribute their best ideas and to put them on the table for open discussion.

Increasing Commitment

Commitment requires clarity and the ability to move forward with the agreement of the team especially those who may have initially disagreed with the decision. Successful teams know they must commit even when the outcome may be uncertain.

Being Accountable

Full accountability for each team member is based on establishing effective guidelines, procedures and practices. There must be straightforward delivery of positive and logical explanations for each of the team's actions.

Achieving Results

The ultimate goal of building trust, resolving conflicts, increasing commitment and being accountable is to achieve the desired results collectively agreed upon. One of the biggest challenges to team success is not knowing how to operate in a successful team culture. This is clearly illustrated in Pacific Crest Group's "[How to Increase the Effectiveness of Your Company's Culture](#)." The benefits of an effective company culture include high performance, outstanding innovation and unparalleled team work.

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