# Teamwork

"I got your back covered!" can be heard by those serving in law enforcement and military. It simply means that as a team, and if you are in front of me, I will keep you safe from the back. That's Teamwork. It means we all work together whether a two person or a group— we have our job assignments and position—we proceed forward to accomplish our objective or goal as a unit.

In the world of work, the social interplay can become contaminated by prejudice, sexual and racial orientations, and envious feelings. These elements are the killers of good teamwork. When they occur, performance decreases, motivation become stymied, and sometimes sabotage or quitting the job occurs. Management must keep good surveillance to watch for these shortcomings.

Good management encourages teamwork. One good way of doing this is to periodically introduce some team building training or generate an assignment or event that requires a few people to achieve. Another way is to ask professional staff and employees to recommend activities that demonstrate the benefit of good teamwork and, in turn, report back to the organization the results. Teamwork can be role-modeled by supervisors and managers. When subordinates see the norms of their seniors, they feel more encouraged to follow.

By Robert V. Gerard