



CO2 TRAINING



“TEAMWORK”



CH(CPT) JOE HUGHES
FACILITATOR

**HOW
DO YOU
DEFINE
“TEAMWORK”
?**

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

-Webster's Dictionary

**“A TEAM IS A GROUP OF
INDIVIDUALS BANDED
TOGETHER ALONG
ORGANIZATIONAL LINES FOR
THE PURPOSE OF
ACCOMPLISHING A CERTAIN
GOAL”**

-FM 22-100

TYPES OF TEAMS

- **FUNCTIONAL TEAMS**
- **TASK GROUPS**
- **CLIQUES**
- **PRIMARY & SECONDARY GROUPS**
- **MEMBERSHIP & REFERENCE GROUPS**

COMMON MILITARY ORGANIZATIONS

- RIFLE PLATOON
- RANGE DETAIL
- FIRE TEAM
- TANK CREW
- FUNERAL DETAIL
- POST INTERIOR GUARD
- TANK COMPANY
- HOWITZER CREW



FUNCTIONAL TEAMS & TASK GROUPS

FUNCTIONAL TEAMS

RIFLE PLATOON

FIRE TEAM

TANK CREW

TANK COMPANY

HOWITZER CREW

TASK GROUPS

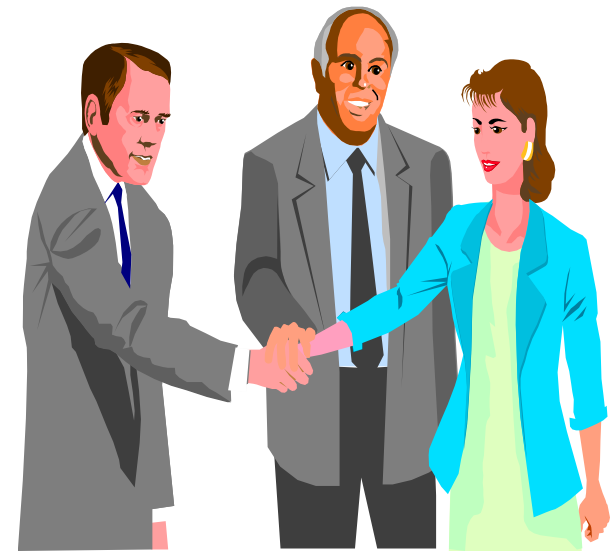
RANGE DETAIL

FUNERAL DETAIL

POST INTERIOR
GUARD

WHY PEOPLE JOIN GROUPS

- THEY NEED TO BELONG
- THEY ENJOY CERTAIN GROUP ACTIVITIES
- THEY ARE ATTRACTED TO A CERTAIN TYPE OF PEOPLE
- AS A MEANS TO AN END



THE SOCIALIZATION PROCESS: HOW AN INDIVIDUAL SOLDIER BECOMES A MEMBER OF A TEAM



GOALS OF THE SOCIALIZATION PROCESS:

- COMMITMENT TO THE TEAM**
- INTERNALIZATION OF THE TEAM'S
VALUES**
- INNOVATIVE INPUT TO MISSION
ACCOMPLISHMENT**
- PSYCHOLOGICAL CONTRACT
BETWEEN THE SOLDIER AND TEAM**

PHASES OF SOCIALIZATION:

- ANTICIPATORY
- ENCOUNTER
- CHANGE AND ACQUISITION



LEADER ACTIONS IN THE SOCIALIZATION PROCESS:

- CREATE SUPPORTIVE GROUP EXPECTATIONS**
- PROVIDE REWARDING JOBS**
- CLARIFY THE SOLDIER'S ROLE ON THE TEAM**
- EXPRESS LEADER ACCEPTANCE**
- ESTABLISH SOCIAL SUPPORT SYSTEMS**
- CREATE INITIATION ACTIVITIES**

THREE STAGES OF TEAM DEVELOPMENT:

- FORMATION: RECEPTION &
ORIENTATION**
- DEVELOPMENT**
- SUSTAINMENT**

WHY IS ORIENTATION *CRUCIAL*

TO TEAMWORK?

- **UNIT VALUES & STANDARDS**
- **UNIT MISSION & GOALS**
- **UNIT SOPs**
- **UNIT HERITAGE**

LEADER ACTIONS

DEVELOPMENT STAGE:

- *LISTENING*
- *ESTABLISHING CLEAR LINES OF AUTHORITY*
- *DEVELOPING GOALS*



LEADER ACTIONS

SUSTAINMENT STAGE:

- DEAL WITH CHANGE
- REASSESS GOALS/PRIORITIES
- FOCUS ON TEAMWORK
- FOCUS ON TRAINING
- RESPOND TO SOLDIER CONCERNS
- CONDUCT UNIT ACTIVITIES

BE COMMITTED TO THE TEAM

COMMITMENT CAN BE
CHARACTERIZED BY THE AMOUNT
OF *SELFELESS SERVICE* A SOLDIER
IS WILLING TO CONTRIBUTE TO A
TEAM EFFORT





Soldiers (General to Private) who share a common direction and a sense of community can get where they are going more quickly and more easily, because they are traveling on the trust of another.

This is teamwork!

TRAINING NOTES:

The CO2 Facilitator should focus on teamwork using the slides as “talking points.” Leaders focus on those things which team members have in common, rather than on differences. Leaders are to listen to what soldiers say, how it is said, and what they do not say. They evaluate the communication channels within the team to ensure they are open. Leaders must reinforce the trust and cooperative attitudes developed by their soldiers; understand and respond to problems that affect the quality of teamwork over a long period; ensure that buddy teams are established. With this focus, comradeship will be realized through cooperative accomplishment of team goals. A good reference for facilitating this block of instruction is: Training Support Package: TSP 158-I-1170: “Apply Team Development Techniques to Enhance Unit Performance.”