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Impair Healthy Healing In People Over The Age Of 30!

Function As A "Team Player" On The Job!!

By S. Z. Stevens

We all hear of the concept of the "Team Player" at work.

You may have heard such comments from your supervisors, trainers or other employees that "We function as a team". "It is not important that one member of the team does not.... or does not complete the sale... another member of the team will complete and finish the action or event."

You may be perplexed as to what this means. You may even be the "lone wolf" who prefers to work on their own and "get the job done".

Where did these concepts of "team players" in the workplace come into play, where did they originate and how does it all fit it so that I can understand the rules "and thus play the game" in order to keep my job? As well what are the benefits of this style of management in the workplace to both me and my employer?

The availability of management information to all employees, the rapid rate of technological advances and the competitive pressure of globalization have combined to result in unpredictable staffing needs and fundamental shifts in the working structures of current companies. The shift is away from management directed systems and towards "flat" team directed systems that increase each individual's responsibilities.

Companies are using a skilled core group of leaders to develop strategies to manage work teams that perform the design, production, marketing and servicing tasks. Instead of middle managers, technology now transfers information between core groups and work teams.

Technology involving group think and sharing was first popularized by products such as "Lotus Notes". It used to be that management directives were handed down from the top by "middle managers" whose job was to portray and spread information up and down the chain.

It used to take approximately 7 to 8 years to design a car in the United States. Everything was done on paper and had to physically hand travel up and down the chain of command, awaiting vital authorizations. Thanks to the modern communications afforded by such software and the internal

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communication it now takes only in the range of a year to a year and a half to design new cars. However middle management with its perks and privileges will go down kicking and screaming.

Flatter, leaner organizations respond more efficiently to competitive pressures and create a need for flexible, problem - solving team leaders.

Working in team's results in benefits for both team members and the organization in which they work. These benefits include: collaboration, communication. More efficient application of resources, talents and strengths resulting in sounder decision and solutions that can be made simultaneously.

Collaboration since people work together well and in the end will support each other because they identify with the "team."

Communication since team members realize the importance of passing on the information members need to operate more efficiently and effectively.

Teams result in the more efficient application of resources, talents and strengths since team members tend to apply themselves willingly. When one member of the group lacks certain knowledge and competence another is there to instantly fill the gap.

As a result of the increased input and shared expertise sound decisions and solutions are made almost instantly. Due to the shared expertise and communication issues and problems that never seem to get resolved now get immediate resolution.

Lastly since the team members as a result take pride in the effort and cohesion of the team it ensures that each member gets what he or she needs and in the end the result whether it be a project, product or service is turned out top quality.

Shaun Stevens Employment Trainer Winnipeg Job Shark

call_kirk@hotmail.com

<http://www.ace-training.net>

<http://www.winnipegjobshark.com>

Hockey Rules Made Easy

By Jason Tarasi

If you're a newcomer to the game of hockey you may find the rules of the game a bit confusing, but with a little self-educating you'll pick up them right away. When you understand the hockey penalties, you'll find the game more enlightening regardless of whether you're playing or enjoying a hockey game as a spectator. The rules for hockey aren't too terribly complicated, just pretty different from other

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sports. Once you learn the rules, you may be ready to complain about the ref's calls like everyone does in other sports, but be careful about arguing with the referees because hockey is a pretty disciplined game. The captain of a hockey team is the one person designated to talk to officials about the rules of the game. Each team has a captain and alternate captains. The alternates can talk to the officials about a play if the captain, for one reason or another, is not on the ice.

In hockey, penalties are assessed by referees for poor behavior. Different penalties have different consequences, some resulting in a team playing short one or two players, but no more than two. When a player is taken out of the game because of a penalty, the play that occurs with the player's team being short-handed is referred to a power play for the other team and a penalty kill for the team that is penalized. There are minor penalties, major penalties, misconduct penalties and severe penalties. With severe penalties, such as trying to injure another player, a player may be suspended or fined.

With a minor penalty, the player sits out for two minutes or until the other team scores while the penalized player's team continues to play with a shortage of one player. For major penalties a player warms the bench for five minutes regardless of whether or not the other team scores. A misconduct penalty earns a player a ten minute outage, but during the time a misconduct penalty is being served by a player, the player's team doesn't have to play short-handed.

The term "offsetting" refers to a situation where both teams have players that are penalized for the same incident. The players involved in the incident have to serve their penalty time, but neither team has to play short-handed in such situations. Some specific rules of hockey clearly state what the penalty or procedure is for certain behaviors, but some are left up to the judgment of the referee who is the final authority on penalty assessments.

Jason Tarasi runs the hockey equipment classified site

<http://Hockeyads.com>

, where hockey players

can buy and sell new and used hockey equipment online for free.

<http://www.hockeyads.com>

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