

Lianhlupuii Hnamte

SAWIHAWNNA

Goal thuhmun neia a huhova thawkte hi team an ni a. chung an goal a lo hlawhtlin theih nâna ruahmanna siam chu Team Building in a tum a ni. Heng – team goal hriat chian te; goal tih puitlinna kawnga dâl theitu hriat fuh te; chung daltute chu hmachhawn a, sutkian te hi goal tihpuitlinna tura step hrang hrangte chu a ni a. Fajana (2002) chuan ‘Goal tihlawhtling tura theihna hrang hrang thawkhawm leh inlungual taka thawh hona hi team work chu a ni, chutah chuan member tin ten mawhphurhna hrang hrangte inbelin, harsatna thuhmun an hmachhawn a, a sutkian dan te pawh chhum lo chat lovin an ngaihtuah ho thin a ni’ a ti. Katzenbach leh Smith (1993) te chuan, ‘mihring tam pui ni lo intel khawm, chhan tha tak avanga tum (goal) felfai tak nei, chumi tihlawhtling tura thahnemngai taka thawk hote hi team tiin a awlsam zawngin kan hrilh fiah thei ang’ an ti a. Team chu enkawl a awlsam theih nân member tam vak lo hi duhthusam a ni a, team member zawng zawngte chuan team goal hlawhtlinna turin inpumpekna nen an thawh a ngai a ni. Tin, team member-te chuan an thil tihte leh an tih chhan te Chiang taka hrilh fiah theiin an thawk tlang ang. Team din tur hian thil pahnih pawimawh tak tak a awm a, a hmasa zawk chu, buaipui tur tak hriat chian a ni a, a pahnihna chu, dik leh fel taka buaipui tur buaipui hi a ni. Team din dan azirin team kalphung hi chi hrang hrang a awm thei a. member ngialnghet Chiang sa awmna team-ah chuan team member-te inlungualna hi ngaih pawimawh hmasak a ni thin.

LEARNING OBJECTIVES

1. Building team awmzia leh nihna tak an lo hmelhriat ang.
2. Team ṭha tak din tura step hrang hrang awm theite an lo hre tawh ang.
3. Team siam kawnga stage hrang hrang awmte an lo hria ang.
4. Team leader ṭha ni tura thil pawimawh hriatna an lo nei tawh ang.

Team building chu eng nge?

Thil tum tihhlawhtlin tumna kawngah, pawl inzawm khawm, tih tur fel taka thliar hran, a mala thawh aiin a huhova thawh a hlawk zawk tih ngaih dan hi team building inngahna a ni.

A taka chet chhuahna lamah chuan, Team Building hian a team-te hnathawh dan tihpun lam hi a dah pawimawh ber a, chumi azara an thawh rah leh thawhchhuah peipun leh team-te hlimna hi a ngai pawimawh êm êm a ni.

Thawh hona ṭha a awm theih nân Tuckman theory of group development hi an hmang tlangpui ṭhin a. He a theory-ah hian team ten stage 4 an paltlang ngei ngei tur – Forming, Storming, Norming leh Performing a awm a.

Thil tum tihhlawhtlinna tura thawh hona ṭha a awm theih nân Team tan hian activities hrang hrang an duang ṭhin a. Heng activities-ah hian thil ho tê tê, tlai chaw eikhawm aṭanga thil pawimawh tak leh tih hautak tak, buaina chinfel hna te pawh a tel bawk ṭhin a ni.

TEAM ṬHA TAK DIN TURA STEP HRANG HRANG AWM THEITE

Team building atana thil pawimawh langsar ber chu team hlawhtling taka khaihhruai a ni. Leader chuan team member-te nen an inkarah leader tling a nihzia a lantir hmasak a ngai a ni.

Team leader ropui tak te chuan rinawmna leh dikna an lantir ṭhin a, an hruaitu nihna chu intihlauhawmin an lantir kher ngai lo.

1. Thawktute ngaih dan te ngaih pawimawh tur a ni a, ngaih dan mawlmang anga hnâwlsak mai loh tur a ni
2. Thawktu ten an sawi chhuah kher loh an ngaih dan te hriatthiam tur a ni. Team member ten tlang taka thil an sawi chhuah theihna turin, an lakah inhawn ve tur a ni a, an ngaih dan te hriatthiamsak ðhin tur a ni.
3. Inremna siamtu nih tur a ni a; inhniaalna te a lo awm palh pawhin, tihtawp vat ðhin a, team thil tum sawipui ðhin tur a ni.
4. Team member-teah inrintawanna leh inpawhna ðha tuh tur a ni. Team leader leh team member-te inpawhna a pawimawh tluk zetin team member-te inkara inpawhna ðha a awm hi a pawimawh êm êm bawk.
5. Team kan siam hian, team member-te thawh ho dan te, an inbiak pawh dan te, an inzah tawanna te hi ngaih pawimawh tur a ni.
6. Team member-ten inbiak pawh tawanna ðha nei a, thu thar inhrilh tawn zêl tura fuih ðhin tur a ni.
7. Team member tinte hnathawh pawimawhzia leh chumi avanga team thil tum a lo puitlin ðhinzia te sawi ðhin tur a ni. Buaina chinfeltir vat ðhin tur a ni a, team-te a huhova thawhtir tur a ni.
8. Inbiakpawhna (Communication) ðha neih tur a ni – team work-ah hian inbiakpawhna ðha hi thil pawimawh ber a ni a. Team leader chuan thurâwn te a la in, a ngaithla ðhin tur a ni a, zawhna te zawtin ðanpui an ngaihnaah a ðanpui tur a ni.
9. Team nihna leh thil tumte a puitlin nân team hnathawhin hma a sawn tur a ni. Team leader chuan team member-te an thlen chin leh hmasawn dan te a sawipui ang a, an hlawhtlinna leh hmachhawp te a hriatpui tur a ni. Hengte hi a sawipui tur a ni:
 - a) Kan hnathawhah hian eng hi nge kan ngaih pawimawh ber?
 - b) Hlawhtlinna tih hian team tan hian eng nge sawi a tum ber?
 - c) Kan thil tumte tihlawhtling turin eng nge kan tih?

10. Thil tih tum tihlawhtling turin, a tih dan kawng hriat a ngai a, hlawhtling tura hun mamawh zât hriat leh team member ten an mawhphurhna an hriat leh hriat loh thlengin en thlithlai tur a ni.
11. Tih turte ruahmanin, buaina/harsatna chinfel a, a tih dan tur kawng dap tur a ni. Thil tih dan tur duan fel thlap hian hun chu a duh a, mahse, thutlûkna tha zawk leh rah tha a chhuah nge nge thin a ni.
12. Inkaihhraina (rules) mumal tak hruaitu tan leh team member-te tan siam tur a ni. Dan ho têt, entir nan ‘Meeting-ah tlai loh tur’ tih te, ‘Team member ten ngaih dan an nei thei ang’ tih te hi siam tur a ni a, chutih rualin, heng dan te hi team member-te inlungualna thlapa siam tur a ni.
13. Inlungualna a awm theihna atan method/kalphung fel tak duan tur a ni. Thil eng emaw chungchangah a thatna leh that lohna sawi hona/debate buatsaih emaw, thil thleng chungchang enfiah/thithlai turin research committee din emaw a tih theih a; chutiang atan chuan inlungualna a awm theih nân kalphung felfai tak duan tur a ni
14. Ngaihthlak leh thluak sawizawi te tihpui thin tur a ni. A endiktu/hotu nihna angin, dah pawimawh ber tur atana inlungualna a lo awm theih nâna debate buatsaih ni se. Thawktute hian midang nena inrem loh/ngaih dan inan loh an hlau thei a, chuvang chuan thutlûkna mumal lo a awm phah thei. Debate/sawi hona huaihawt chuan ngaih dan fing zawk a rawn hring chhuak ang a, chumi chuan rah tha a chhuah dawn a ni.
15. Team zingah inlungualna a awm loh avanga beidawna leh rilru hahna lo awm thin te hi hriatpui tur a ni. Meeting tantirhin, hun bithliah chin siam a, team member-te zinga inlungualna a awm theih nân theihtawp chhuah tur a ni.

EXERCISE

Mimal tuina te, duhzawng te, ngaih dan inang hote an intelkhawm a, thil thuhmun tihlawhtling tura an thawh hona hian team a siam thin. Mi mal tin te chuan theihtawp an chhuah a, pawl thil tum tihlawhtling turin tha an thawh theuh thin a ni. Team member-te chuan an thawhpuite beisei phak ni turin an vei tlâng a, an thil tum tihlawhtling turin an bei thin. Team ten an mawhphurhna an hriat loh chuan hna an thawk tha thei lo. Team member-te chuan an team chu an dah hmasa berin, an ngai pawimawh ber tur a ni a, team member tin te chu tih tur pe nghek lovin, theihtawp chhuah turin fuih phur thin tur a ni, anmahni ngei bul tantir hi a tha khawp mai a, mawhphurhna la ngam turin an pen chhuak ang. Entir nan, Mike leh Jordan te chu an team leader Steve hnenah an rawn in-report a. Steve chuan Mike leh Jordan te chu a ring em em a, midangte hmaah pawh a chhuang em em thin, dinner te a ei chhuahpui thin a. A team chu midang team ten an khalh ngai lova, hmasa berah an awm thin, an thil tum an thelh ngai lo. Steve chu team leader zinga ngaihsan hlawh ber a ni. Steve chuan a nau Mike leh Jordan te chu mawhphurhna thar la turin a nawrlui ngai lova, anni chuan an mawhphurhna te lawm takin an pawm thlap mai thin a ni.

Mike leh Jordan te chu eng vangin nge hnathawh an phur sarh reng thina i rin? A chhan chu team leader-in a chawhphur thiam vang leh an theihna tha ber a phawrchhuah sak thin vang a ni.

ACTIVITY 1

Team tha tak din tura step hrang hrang kha engte nge?

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TEAM BUILDING PAWIMAWHNA

Team Building hi a pawimawhna chhan hrang hrang a awm thei awm e. Chung zinga a langsar zualte chu – Hotu chung a lungawi lohna lantir, hlawhtlinna (Produce) tlem, thawktute inthlahdah vang, an hnathawha sawiselna awm thin vang, hmalak duh loh vang, thil thar ngaihtuah tum loh vang, thawktute inkara inrem lohna vang, staff meeting awmze nei lo vang, hnathawh that tawk loh vang, thutlûknaa inlungual loh vang, tih tur hriat chian loh vang, inlaichinna fel lo leh inthliar hranna vang tein. Heng thil harsatna chi hrang hrangte pumpelh nân hian team inlungual taka thawh hi a pawimawh a ni.

TEAM BUILDING-IN A TUMTE

Team Building-in a tum bulpui berte zinga mi chu thawktute inkara inpawhna tha zawk siam hi a ni. Hei hian thil siam chhuah thar zawk leh tha zawk a thlen thin a. Team Building-in a tum dang leh te chu an thil tum tipuitling tura chawhpur a, thawh hona tha siam hi a ni. Harsatna chin fel kawnga a huhova thawh a, an thil tum tih hlawhtlin hi an tum ber pakhat a ni baw k a. Chu mai bakah, team building hian inrin tawna leh inpuih tawna a siam baw k a ni. Team building avang hian thawktu hrang hrangte chuan inkungkaihna tha tak nen hna an thaw k a, chu chuan anmahni hnaah tuina leh tih tak takna a pe a ni.

TEAM SIAMNA KALKAWNGA STAGE HRANG HRANGTE

Tuckman-a theory-ah chuan stage panga paltlang tur team hmasawna atan hian a awm a. A stage hmasa ber chu Forming stage a ni a. Hemi stage-ah chuan thil tum tihlawhtling turin thawktu chi hrang hrang ten pawl an siam a. A dawt leh chu Storming stage a ni a. Hetah hian ngaih dan an thawhkhawm a, inngirngona leh buaina tenau te pawh a thleng thei baw k. An thil tumah ngaih dan inang lo te a lo chhuak ang a, tih dan hrang hrangte a lo awm ang, chu chuan team member-teah inzawmna tha leh thutlûkna tha zawk a siam dawn a ni. He stage hi Norming stage in a rawn zui leh a, he stage-ah hi chuan thawktuten an team-in tih hlawhtlin

a tum ber tipuitling turin anmahni theuh inkarah inzawmna tha siam an tum hrâm hrâm thin a. Stage dawt leh chu Performing stage a ni a. Hemi stage-ah hian team hlawhtling tak an nih theih nân thawktu ten an thawhpuite nen an inkar an siamthat mai bakah an thil tih dan phung te an her danglam thin. A stage tawp ber chu Transforming stage a ni a. Hetah hian team member-te chuan an tih that êm avangin team tha berah an inngai hial a, hmachhawp dang tihlawhtling leh turin an in buatsaih tawh thin a ni. Thil hriat tel tur chu, team zawng zawng ten he stage 5 te hi a indawt dan ang thlap thlapin an kalpui kher lova, team member thar an lo awmin, stage an kalpelh tawha an let leh chang te pawh a awm a ni. Member-te tawnhriat te, tanpuina an dawn te, an thiamna leh theihna te azirin he stage ho hi paltlang turin hun an duh reiin, an duh tawi thei a ni.

TEAM THA TAK DIN THEIH DAN

Katzenbach & Smith te chuan team tha tak siam tura thil pawimawh deuh deuh an târlang, chungte chu –

1. Member-te an tam lutuk tur a ni lo.
2. An thiamna a tha tawk tur a ni.
3. An thil tum chu a tangkai tur a ni.
4. Thil tum mumal tak an nei tur a ni.
5. Team-te hnathawh dan a felfai tur a ni.
6. Inhriatthiam tawna a awm tur a ni.
7. Inkaihhruaina felfai tak an nei tur a ni.

Team ten tha taka hna an thawh theihna turin hun thâwl tha tak, member tha thlan, team member-te chawh phûr, training tha tak pek, thil tum tihlawhtling tura thawh hote hi a pawimawh êm êm a ni.

Team tha tak hi fimkhur taka duan thin a ni a. Team member-te an inhmukhawmin, mi inang lo tak tak thawk ho an ni tih an hre reng tur a ni. La

Fasto chuan team hlawhtlinna tura rahbi a duang a. A **hmasa berah** chuan team-a thawktute thlan chungchangah a ni. Team hlawhtling tak ni tur chuan tawnhriat ngah tak an nih a ngai a, buaina chinfel dan hria an ni tur a ni. Harsatna hrethiam a, a chinfelna kawnga thawktu an ni ngei tur a ni. A **pahnihnaah** chuan team member-te zingah inpawhna tha mai bakah midang ngaih dan an dah pawimawh thiam tur a ni. A **pathumnaah** chuan team hlawhtlinna chu team member-te thahnemngaihna leh an thil tum hriatna hi a ni. A **palinaah** chuan team hruaitu thatnaah a innghat a ni. Hruaitu tha chuan midangte aiin theihna bik a nei tur a ni a; hruaitu tha chu a thil tumah a chiang a, member-te zingah inzawmna tha a siam a, mahni inrintawkna nei turin a pui a, thil ngaih pawimawh hmasak tur a hria a, thil tih dan kawng a hriattir a, midangte ngaih dan ngaichang chungin hna a thawk thin. A **panganaah** chuan thawh hona boruak tha, thil tih dan phung tha te hian team hlawhtlinna a thlen a ni.

Author hrang hrang (entir nan, Brower 1995; Carr 1992; La Fasto (2001); Fajana 2002) te chuan team tha neih theih dan kawng hrang hrang an rawn chhawp chhuak a. Heng zingah hian a tha ber tia chhal bik tur a awm chuang lo va. A tha zual thenkhatte han tarlang ila –

Pawlin min beiseina leh pawl thil tum hriat chian: Team building hlawhtlinna tur chuan an thil tumah an chiang tur a ni a, a harsa lutuk tur a ni lo va, hunbi a nei tur a ni thung. A theih chin chinah chuan an thil tum duang turin member-te a tam thei ang ber ngaih dan an la tur a ni. Team member-te chuan team din chhan leh an tih turte an hre fiah tur a ni a; thawktute pawhin an tih tur chin an hriat a ngai. Robbins chuan pawlin an thil tum tihlawhtling tura an mamawh kawng thum a duang a, a hmasa berah chuan team-te hlawhtlinna turin thawktute chu an mamawhte pein an tanpui tur a ni. A pahnihnaah chuan an hna chu pawimawh berah an ngaihtir tur a ni. Hei hian pawlin an hna a ngaih pawimawhzia a lantir dawn a ni. A pathumna chu lawmman pek leh an thiltih hlutsak hi a ni. Team

member ten an tih tur an tihlawhtlinin hriatpui a, ngaihhlutsak tur a ni, chu chuan anmahniah a hma aia hlawtlinna ṭha zawk nei turin a pui dawn a ni.

Ngaih dan/Thlir dan: Team member-te chuan team-a an tel ve chhan te, pawl (organisation) hnuai a an dinhmun an hriat a pawimawh. Member-te chuan an dinhmun chauh ni lovin, an thil tum tihlawhtling tura an tih dan phung te, an thil tum te, an hmathlir te pawh an hre fiah tur a ni.

Inpekna: Team member-te tan team anga phûr taka hna thawh te, an thil tum pawimawhna hriat te a pawimawh. An hmathlir te chu team member ten an inhrilh tawn tur a ni a, chu chuan hma la zêl turin a pui dawn a. He an hmathlir leh thil tumte hi midang ten an lo zawm theihna turin an hrilh fiah thiam bawk tur a ni. A chhan chu, hmathlir fel tak leh pawl thil tumte hi ziaka dah mai piah lam thil a ni a, hnathawhna hmuna an thil tih, an ngaih dan leh an thil tum ber te rawn pho langtu a ni.

Member ten an hmathlir te an pawm a, an lo phûr lehzual theih nân, hmathlirin tihlawhtlin a tum ber chu an hre tur a ni. Rinawmna leh inngaihsak tawna hi member zawnzawngah tuh tur a ni a, an theihna sang ber hlan turin an inpeih reng a ṭul. An hmathlirte chuan phûrna te, rinna te, inpekna te a keng tel tur a ni.

Team member-te inpekna chin chu an team thlanah te, team an ngaih pawimawhnaah te, team member an inngaihhlut tawnaah te, an phûrnaah te, a innghat a ni. Boruak ṭha/thawh hona ṭha chuan team-te hnathawh a tihmasawn a, inthlahdahna a umbo ṭhin a ni.

Theihna: Team ṭha tak ni tur chuan, team member-te an ṭha tawk tur a ni a, hriatna zau, thiamna leh theihna an nei tur a ni. Team member-te chuan thiamna leh theihna thar nei turin training an mamawh a. Training leh hmsawna hian hna

thar thawk turin a pui a ni. Team member ten thiamna leh theihna tha tawk an neih loh chuan an team chu a hlawhtling tluantling thei lo vang.

Hmachhawp: Team member ten an tih tur chin fel takin an hre tur a ni a, an tih turte an duang ang a, an tum tihlawhtling turin hmachhawp leh hmathlir fel tak an nei tur a ni. Tichuan, team-te chuan an thil tum an hrefiah ang a, a rahchhuah tur te, an hun neih dan tur te, an thil tum tihlawhtlinna tur kawng te an hre dawn a ni.

Hmanrua: Team-te chuan an tum hlen tura hmanrua, a kalhmang leh an mamawh tinrengte chu a awm ngei a ni tih an chiang tur a ni. Robbins chuan, “Pawisa, hun, hmanrua leh information te hi team-te hman theihin a awm ngei tur a ni,” tiin a sawi a. Heng hmanruate hi team member-te inpekna ang zêlin pek ve tur a ni.

Thuneihna: Team hlawhtlin theih nân thutlûkna siam thei khawpin thuneihna an nei tur a ni. Team hlawhtling tak ni turin chawikan an ngai a. Thuneihna an neih loh chuan an remhriatna leh theihna te chu hnâwlsak an ni thei a; thil thar a lo chhuahna turin team-te chu thil tih chhinna an neih phalsak tur a ni.

Brower chuan, “Thil pawl tak thleng thei pumpelhna turin, he thuneihna hi tiam chin awma pek tur a ni,” tiin a lo sawi ve thung a. He thuneihna hi zawi muanga team-te hnena hlan tur a ni. Vawilekhata thuneihna pek an nih chuan an phawklêk zo vek thei a ni.

Wilson chuan, “Team-te hian zalenna an nei tur a ni a, an thil tum tihlawhtlinna turin chawikan an ngai,” tiin a lo sawi ve mek bawk a. Engpawh ni se, team member-te chuan an ramri chin, an tih tur chin an hre tur a ni.

Employee empowered: Thawktute dinhmun chawikanna te, an hlawhtlinna te, an hnathawhte chu thawktute hlutna aţang te, hruaitu hmathlir aţang te, an thil tum inhrihriatna aţang tein a hriat theih a ni. Team ten an thlen chin an hriat

nân leh tihphûr nân feedback hi pek ðhin tur a ni. Team member-te zinga harsatna nei sawi chhuah reng ai chuan harsatna kha sutkian dan zawn mai zawk tur a ni.

Thawh hona: Team member ten mi hrang, mize hrang hrang thawk ho an nihna leh team kalphung an hriatna hi cooperation chu a ni a. An group hmasawn dan te an hriat a ngai a, an mawhphurhna leh an chanvo te an hriat a ðul a ni. Team member ten a huhova harsatna an sutkian te, a tih dan tur hriat te, an tih tur chin chianna te, thawh hote hi an mamawh a ni. Team anga an mawhphurhna te hlenchhuak turin team member-te zingah inkungkaihna leh thawh hona ðha a awm ngei a ngai a, pawl kalphung leh tih ðhan dan te hi harsatna sutkian nân leh an tum tihhlawhtlinna kawngah an dah pawimawh tur a ni.

Inbiakpawhna: Team ðha nei tur chuan team member ten an hna ðheuh an ngaih pawimawh dan leh feedback/thurâwn te an dawnsawn danah a innghat thui hle. Thurâwn te hi miin midangte rilru tihnat an hlauh avangin an pe ðha ngam lo tih hre reng chungin, thurâwn an dawn chhun te chu zaidawh takin an dawngsawng tur a ni a. Thurâwn ðha dawng tur chuan mahni lam lo inhawn hmasak tur a ni a; amaherawhchu, thurâwn zawng zawngte hi a dikin a ðha ber kher lo tih erawh hriat tel tur a ni. Thurâwn te chu rintlak a nih leh nih loh hriat nân thawhpuite râwn ðhin tur a ni. Thu thar pawimawh tak tak te hi a huhova sawi hona neih hunah sawi chhuah ðhin tur a ni a, inhialna fing leh hrisel te neih ðhin tur a ni.

Hmasawanna awmze nei: Team building hi thil danglam thlentü a ni a, chu thil danglam lo thleng tur chuan remhriatna, ruahmanna fing, fing taka harsatna chinfel thiamna, thil thar ngaihtuah chhuah theihna te hi a pawimawh hle a, chutih rualin, midang remhriatnaa innghat a, tih dan phung pangngai zulzuia kal char char ringawt ai chuan, thil thar ðha zawk lo chhuahna tura risk la ngam te hi kan chawimawi tur a ni. Thil thar ngaihtuah chhuak tur chuan thawktute pawh ðhahnem ngai tak an nih ngei a ngai. A kum telin thawktute thlir dan leh an ngaihtuahna tharte hian ngaih pawimawh a hlauh chho mek zêl a; thil thar duang

chhuak a, ngaihtuah chhuak tur hian thawktute chu hun thâwl tak pek thin tur an ni.

Mawphurhna leh inngahna tlak: Thawktuten ngaih pawimawh an hlawh viau lai hian, pawl tam takah chuan hun inpek tam lutuk hian inrel tawna leh insawichhiatna te, initsikna te, lungawi lohnate a thlen bawk thin a. Team member tinte chuan tangkai tak leh thawhhlawk tak angah an inngaih theuh a ngai a, fakna leh lawmman te pawh siamsak thin tur an ni a, an risk lak te chu zahsak tur a ni. Harsatna a lo awmin team member-te chuan inpuh chhe tawn a, inkawk tawn mai lovin, an hun te chu harsatna sutkian nân an hmang tur a ni a. Tin, lawmman te chu a team ang bakah mimal tin te tan siam bawk tur a ni. Team chuan an hlawkna leh hamthatna te chu a team ang mai piah lamah a mimal ang pawn an insem thin tur a ni. Thawktu ngaihhlutna hian thawhhona boruak tha leh hlimawm a hringchhuak thin. Mi tupawh mai hian, midangin an ngaihlu tih a inhriat chuan amahah phurna leh a êng zawnga thil thlirna a pe a, chu chuan an theihna a tipung thin a ni. Mi, mahni inngaihhlutna neite hi thawktu thawhhlawk ber berte an nih thin avangin thawktute ngaihhlutna pekna kawngah hian finfiahna leh tehna dik leh mumal a awm tur a ni. Thawktute ngaihhlutna hi dik taka kalpui tur an nih laiin, beiseina ringawt petu leh nihna petu atan hman loh tur a ni. Thawktute ngaihhlutna hi thurawn pek dan tha ber te zinga mi a ni a, a khât tawka thawktute fak leh ngaihhlutna lantir hian anmahniah mahni inngaihhlutna leh mahni inrintawkna a pe a, chu chuan an hnathawhnaah hlawkna tam tak a pe a ni.

Inremsiamna: Team-a a hotu ber kaihhraina hnuai inremsiamna leh a tha zawnga member te insiksawi hian an thil tumah hlawhtling turin a pui a ni. Carr chuan, “Manager leh Supervisor-te hian team leader nihna chanvo an lo neih hian an chanvo an inthlak thin a, a chhan chu team leader te chuan hna an control ringawt lova, hruaitu angin an thawk zawk thin a ni,” tiin a lo sawi tawh rêng a

ni. Inbiakpawhna ṭha, neih leh hruaitu ṭha nih te hi a pawimawh a, hengte hi nei tur chuan training ṭhat a ngai dawn a ni. Robbins pawhin, “team leader-te chuan, an chanvo thar te chu an team hlawhtlinna kawngro sutu a nihzia an hriat a pawimawh” tiin a lo sawi ve baw k a. Chu mai bakah, an thiamna leh hriatna te team-in a mamawh zual tih an inhriat a ngaihzia tilang chiangtu chu thil tih theihna ringawt piah lamah hriatna leh thiamna aṭanga thil tih ṭhinna a lo awm hian a ni.

Culture tihdanglam: Hnam zia hi hnathawhna hmun hual rengtu a ni a, hna a lawmman te, inkungkaihna te, kalphungte siamtu a ni. Culture kan tih chuan thil ngaihhlut zawng te, rin zawng te, ngaih dan awmsa te, nunphung te, mizia te hi a huam vek a ni. Hna thawhnaa sawi leh ziaka dah ni lem lo nun dan te hi a huam vek baw k. Culture hian pawl din tur hruaitute hi an thunun nasa êm êm a, a chhan chu an thutlûkna siamtu leh thil tih dan kawng duangtu an nih vang a ni. Culture hi ṭawngah te, thutlûkna siam danah te, thawnthuah te, hnathawh danah te a lo langchhuak ṭhin.

CULTURE NIHPHUNG:

Thomson leh Luthans te chuan culture nihna hi an lo sawi tawh a:

A hmasa berah chuan, culture hi nun dan a ni. Culture chuan a mi chengte nun dan a tilang ṭhin a, chu chuan hmasawanna a keng tel ṭhin a, a chang chuan hnungtawlh phahna te pawh a ni ve ṭhin.

A pahnihnaah chuan, culture chu zira thiam chi a ni. Mite hian an nun dan aṭanga fakna emaw, sawiselna emaw an tawh hian nun dan an lo zir thar ṭhin a ni. An nun danin fakna a hlawh hian, an chhunzawm a, chu nun dan chu an chhawm zui ṭhin.

A pathumnaah chuan, culture hi inbiakpawhna aṭanga zir a ni. Thawktute hian midang nena an inpawhna aṭang hian culture an zir chhuak ṭhin.

A **palinaah** chuan, lawmman emaw, fakna emaw aṅang hian culture tenau a lo awm ṭhin bawk. Thawktute hian an thawhpuite aṅanga fakna an dawn hian sub-culture a lo awm ṭhin. Pawl nihphung hi thawktuten an hnathawhna hmuna an tawnhriat hrang hrang an rawn chhawm luh aṅanga lo awm a ni. Team-a innghat, inpawhna ṭha, hmasawn zêl pawl te hi kalphung hlui zawm tute lak aṅang chuan an danglam hle a ni.

ACTIVITY 2

<p>1. Team siam turin eng stage-te nge paltlang ngai?</p> <hr/> <hr/> <hr/>
<p>2. Team ṭha neih theih dan kawng hrang hrang zingah ṭha i tih pathum sawi la. A chhan sawi zêl bawk ang che.</p> <hr/> <hr/> <hr/>

TEAM WORK KALPHUNG:

Team hma lam dinhmun te hi chhan hrang hrang avangin a inang lo thei êm êm a, chung zinga ṭhenkhat te chu – thawhhona boruak leh tih dan phung avang te, team hruaitute thawh dan azir te leh pawla thawktute avang tein a ni. Team ṭha takte hian thil ṅangkai leh ropui an ti tam bik a. Team ṭha chuan hmanrua leh kalhmang ṭha ni lovin nungchang leh nunphung fel nei thawktu an nei zawk ṭhin. Heap, Toufaiel leh Meissner, Sundstrom, De Meuse & Futrell-te chuan inelna lo

sâng zêl avang hian team-te hian thawh tur an ngah telh telh tiin an sawi a ni. Khawvel huapa inelna avangin thil thar hmuhchhuah leh chinchhuah kawnga hmalak hi a pawimawh hle a ni. Chumi ina a hrin chhuah chu bungraw hralh turin company te hian bungraw siamchhuah tam ringawtah an inngat thei tawh lo a. Team chuan a hnuaiia thawktute hnenah chanvo tam zawk, thutlûkna siam kawnga ngaih dan siamah te an thurâwn a la tam zawk a ni. Thawktute chu tih tur leh thawh tur hrih mâwl tawp mai lovin, thil tih puitlin tur an pe a, an team leader-te nena thil tih hlawhtlin tur te an pe a, chung te chu hlenchhuak turin a tih dan kawng anmahni in an zawn chhuahtir ðhin. Team ðha chuan mihring thiamna a hmang ðangkai a, an pawla thawktute hriatna leh thiamna te a hmang ðangkai ðhin a ni. Buaina lo awm thei chu manager-te chuan an pawl awm dan/thlen chin engkim an hre thei tawh lova, thawktute finna leh thiamna a tam thei ang ber hman ðangkai a ngai ta ðhin a ni. A pahnihnaah, Wageman ngaih danah chuan team te hian pawl inzirna a tihmasawn a, a chhan chu an thil tih chin aþangin thil tih dan phung ðha an hmuh chhuah ðhin vang a ni. Kalzenbach & Smith te ngaih danah chuan, team inkungkaihna leh thawh hona ðha hi thawktute thawh chhuah leh thawh ðhat avangin a lo awm niin an sawi bawk a ni.

Kirkman leh Shapiro te ngaih danah chuan, team hian hnaa lungawina te, phûrna leh thathona te leh thawktute inpekna te a hring chhuak a, a chhan chu hna chi hrang hrang an neih vang a ni. Hemi avang hian thawktute banna leh hna chawlhsan te a lo tlem a, pawlah thiamna leh finna a lo pung ðhin.

TEAM WORK ðHA ATANA CHONA AWM ðHINTE:

Team hnathawh bulpui ber pakhat chu hmasawanna leh danglamna hi a ni a. chuvangin team-te hi thil danglam lo awm ðhinah hian chona eng pawh hmachhawn turin an inpeih reng a ni; thawktuten an hmelhriat loh bula hnathawh a ngaih hian an hreh ðhin a, chutiang hunah chuan, team tharte chuan inþendarhin inkungkaihna ðha an siam ðhin. Heng harsatna hi pumpelh tur chuan team din hi

a pawimawh hle a ni. Field & Swift te ngaih danah chuan, Team te hian harsatna – team tihual thei leh thutlûkna siam kawnga harsatna te an tawk ðhin a. An thil tum te an hriat chian tawk lohna chuan harsatna a thlen ðhin avangin, an thil tum ber an hrechiang hle tur a ni.

Thutlûkna siam hian hnathawh hun a pawt hek nasa thei, inhniale leh midangte rualpawl tura nawrna te a lo awm phah thei a, training leh inbuatsaihna ðha tel lo chuan, team te chuan ngaih dan thuhmun leh hmasawna duhawm an nei thei dawn lo a ni. Inpawhna ðha a awm loh chuan harsatna a lo chhuak fo thei; chuvangin Team building chuan inpawhna ðha, buaina tihlem, thawh hona ðha leh thawktute inpekna ðha zawk hmanga group hnathawh tih hmasawn a tum ðhin a ni.

Thawktuteah tui lohna a awm thei a, hnathawh tur tihlemsak emaw, lawmman leh hlawh siam dan leh pek dan te tihdanglam a ngaih chang a awm baw. Team work hi hna tihhmasawna nen a in kungkaih tlat a, leader ten a tlangpuia an ngaih danah chuan, thawktute hian tih tur hrih reng ai chuan thutlûkna siam naah tel ve an duh ðhin a ni. A ðhenah chuan dikna chin awm mahse, a zavaiah erawh chuan a ni lo. Thawktute an inkiltawihna leh intihhranna a lo awm thei a, chu chuan an hnaah tui lohna a thlen ðhin a ni. He buaina reh tur hian tih dan bik a awm chuang lova; amaherawhchu, training leh chanvo inthleng te hian kawngro a su ve thei.

Team Building-ah hian team member te va rinhlelh vangin an dinhmun hi a derthawng thei a. Chu chu hriain, team building-ah chuan hnathawhna boruak ðha a awm ngei ngei tur a ni. Pawl chhungah hian hmasawna awm lo anga thawktuten an hriat chuan, an hnathawh te chu hun khawhralna angah an ngai thei a, chu chuan an pawl rin lohna a hringchhuak ðhin a ni.

Harsatna dang awm ðin chu, thutlûkna lian tham siam dawna team te rintawk loh hi a ni. Hei vang hian team leh pawl hian an theihna sang ber an thleng thei lo fo. Ngaih dan thawh dawna phalna lak hmasak ngai a nih phei chuan, hun a khawhral a, neitu nihna thinlung a bo thei bawk. Nahavandi & Aranda te chuan pawlin team-te lak aţanga ngaih dan beisei lâwk an neih chuan thil thar a chhuak niin an ngai a ni

Team member-te zingah ngaih dan ða lo – hotute hian thusawi chiah an thiam tih te a lo awm thei a, chu chuan team-te nungchang thlengin a nghawng thei a ni. Thutlûkna siam kawnga team-te rin lohna hian hun a khawhral a. Hetiang harsatna hian training leh team member thuam ðat a mamawh a ni. Argote & Mc Grath te chuan inkungkaihna ða awm tur chuan hruaitu ða an pawimawh a, team te hnathawh ðat leh ðat loh hi thuneihna insemzai thiam danah a innghat niin an ngai. Thawktuten an pawl an thlir dan leh ngaih dan hian hlawhtlinna thui takin a hril a ni. Carr ngaih danah chuan team hlawhtlinna hi an kalphung leh ngaihhlut zawngte nun zêl danah a innghat a, chutih rualin, tih dan ða zawk a lo chhuahna turin thil thar tihchhuah pawh a pawimawh tho bawk.

Team Building hian kawng hrang hrangin thawktute chhungteah leh an mimal nunah nghawng tam tak a nei ðin. An nupui/pasalte leh an chhungte en hranna hian an rinawmna leh an phûrna te a tihniam thei a ni. Chu chuan, rilru hahna a thlen ðin a. Hna-a inpekna nasa lutuk avang hian thawktute chhungteah harsatna a thlen theih avangin pawl hian thawktute na taka nawr tur a ni lo. Thawktute chhungte hian support an pek ðat ðin avangin fak an phû a, lawm leh chawimawi an hlawh tur a ni, thawktute chauh hi hamðatna leh hlawkna pek tur an ni lo a ni.

Hna thawhna boruak leh in lam boruak hi a inbûk tawk tur a ni, hei hian pawl kalphung a tingilin harsatna a titem thei a. Thawktuten thil tikhawm an neih hian a zahawm tur a ni a, mawi lo taka an chet chuan an hnathawh te, an kalphung te,

thawktute inpekna te a ṭha lo zawngin a nghawng ṭhin a ni. Thawktu rintlak leh zahawm chuan chutiang hmingchhiatna chu thleng lo turin a fimkhur ṭhin a ni.

NI TINA TEAM KALPUI DAN REMCHANG

Team building-ah chuan activities leh exercise hrang hrang, thawktu ten hma an hruai theihna tur a tel ṭhin a, chuta ṭang chuan team kalphung fel tak a lo chhuak ṭhin a ni. Anih loh vek pawhin, budget leh goals mumal tak neiin, pawn lam mite puihna hmangin ruahhmanna a siam theih bawk a ni. Pawn lam mite hian phûrna/chakna nasa tak an pe thei bawk a ni tih hriat a ṭha.

TEAM CHHUNGKUA MITE HMAN TANGKAI

Employees hrang hrang, teaching team leh non-teaching team te hian anmahni group pawn lam mi hnathawktu dang puihnain an group session an tihmasawn thei a ni. Team leader chuan thawktuteah inpawh tlanna ṭha zawk a awm theih nân leh thawh hona ṭha zawk a awm theih nân meeting a ko bawk ṭhin a ni. Organisation lian zawkah te chuan staff ten team building session-ah hma an hruai mai ṭhin. Chutiang bawkin team ṭha tak ni turin member ten a inchhâwka kaihhruaina hna an thawh te pawh inzirna ṭha leh inhriatthiamna thûk tak awmtirtu a ni thei. Amaherawhchu Team-te hian thawh hona ṭha zawk a awm theih nân meeting an neih reng kha a ṭûl ber chuang lova; team member ten a huhova an tih theih activities nuam leh hlimawm te pawh neih zawk tur a ni.

TEAM DINNA ATANA ACTIVITY ṬANGKAITE

Thawhna hmun pawn lama darkar rei lo te picnic han neih te pawh hi a ṭangkai hle thei. Pizza order mai te, lunch han order-sak mai te pawh hi thawktute chawk phurtu ṭha tak a ni. Hna thawktute nena chaw ei ho paha han titi ho te pawh hi thil ṭha tak a ni.

Team hlawhtling tak i neih duh chuan team member ten an lunch te anmahni office ṭheuha ei mai lovin a huhovin an ei ngei theih nân hma i la tur a

ni. Team-te inpawh tlanna atan activities hrang hrang Christmas urlawk chaw eikhawm te, birthday lawm te, inkhelh te pawh a t̄angkai thei vek a ni. Amaherawhchu infiamna t̄henkhat, t̄langlawn te, hrui uai ang chi te hian thawktu chak lo leh hrisel lo teah hlauhna a thlen thei a. chuvangin, hetiang thawktute tizâm thei leh tihlauthawng thei hi chu tih loh tawp tur a ni.

PAWN LAM MI HMAN T̄ANGKAI

Pawn lam mite kan rawih hian, group hrang hrangte hian team t̄ha tak an din theih nân activities duan sa kha an ti mai tur a ni a, a t̄langpuiin, anmahni puitu hian hnathawktute chu activities leh session-te duang turin a pui mai t̄hin a ni. Heng activities hrang hrangte hian team mamawh a phuhruk zo a nih chuan a hlawhtling hle tihna a ni. Hetiang session-ah hian ice breakers, discussion topics, games, cooperative assignments leh group brain storming te a tel t̄hin a. Pawn lam a t̄anga puitute chuan hetiang goal-ho tipuitling tur hian an pui ngei ngei tur a ni. Heng events hrang hrangte hi employee te nitin hnathawh nen a inkungkaih ngei baw k tur a ni.

Team t̄ha tak neih i duh chuan, thil kalphung leh tih dan te uluk taka zir chian tur a ni. A nihna takah chuan, team hlawhtlinna 80% hi chu team inlungualna t̄ha vanga awm a ni a, 20% hi chu a tih dan kalphung leh tih dan tur hriatna a t̄anga lo awm a ni.

ACTIVITY 3

Team t̄ha siam turin pawn lam mi leh team chhungkuaa mi engtin nge i hman t̄angkai ang?

TLANGKAWMNA

Pawl-a team din leh chhawmdawl kan tih hian, pawl tih dan thlak te leh thil hrang hrang a fawmkem tel a, pawl pumpui team member aṅanga endiktu (supervisor), manager, pawl nihphung, kalphung, hnathawh dan leh inkungkaihna thlengin a huam a. Thil danglam (change) lo awm ṭhin hian team building chuan harsatna hrang hrang a paltlang ṭhin a ni tih a tilang a ni. Amaherawhchu, a hlawkna hi a lianin a tam êm êm a, thawktute pawn an kalphung hlui lama let leh chu an tum ngai lem lo a ni. Harsatna hrang hrang karah, team building hian pawl tan hamṭhatna tam tak a thlen thei.

Pawla team din chungchang kan sawi tâkte hi sikula hman dawn chuan herrem hret a ngai mai thei a. Sikula thawktute hi team ṭha taka siam turin chona tam tak hmachhawn tur a awmin harsatna chi dang deuh te pawh a awm thei. Chu chu huhova zir chian a, team ṭha tak din tura hmalak a nih chuan hmasawna awm ngei tura ngaih a ni. Sikula thawktute hian team inlungual tlang taka an thawh a ngai a, hruaitu ṭha an neih pawh a ṭûl. Thawktute inkara harsatna awm hi naupangte hian an hrethiam vat mai a, chu chuan an zirna thlengin a nghawng theih avangin chung harsatna chu a rang lama sutkian a pawimawh. Hetah hian team leader mawhphurhna a sâng hle a ni.

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