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Kickoff meeting, 22. september 2020

HOW TO PERFORM IN A TEAM

Projekt Landbruget, fremtidens bedste arbejdsplads

STØTTET AF

Promilleafgiftsfonden for landbrug



THE DEFINITION OF

A TEAM

- Members of a group depend on each other

A GOOD TEAM

- Members of a group understand that they depend on each other



DISCOVER EACH OTHER'S STRENGTHS



CHALLENGES IN A TEAM

- We have different personalities
- We have different ways of working
- The most common reasons for a dysfunctional team are poor internal communication and a lack of understanding each other

WHAT DEFINES A STRONG TEAM?

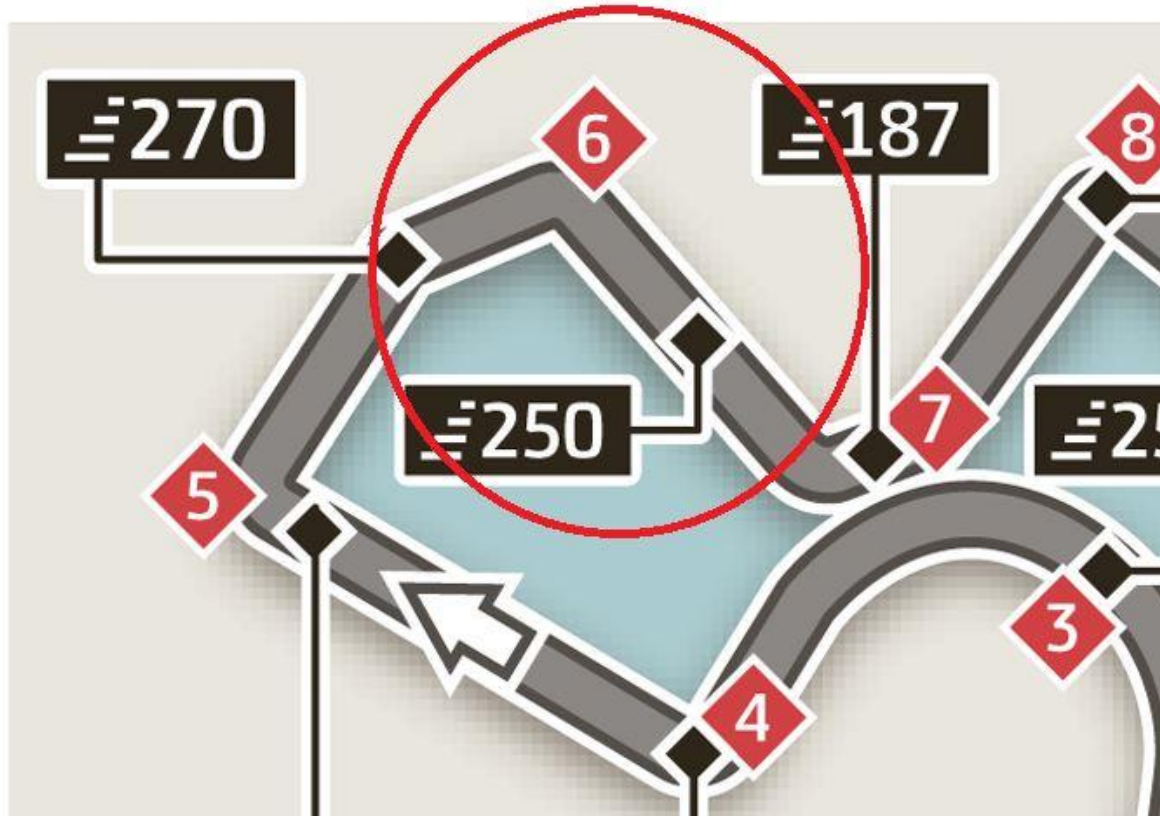
- Accepting and understanding each other's differences



THE OVERALL PICTURE

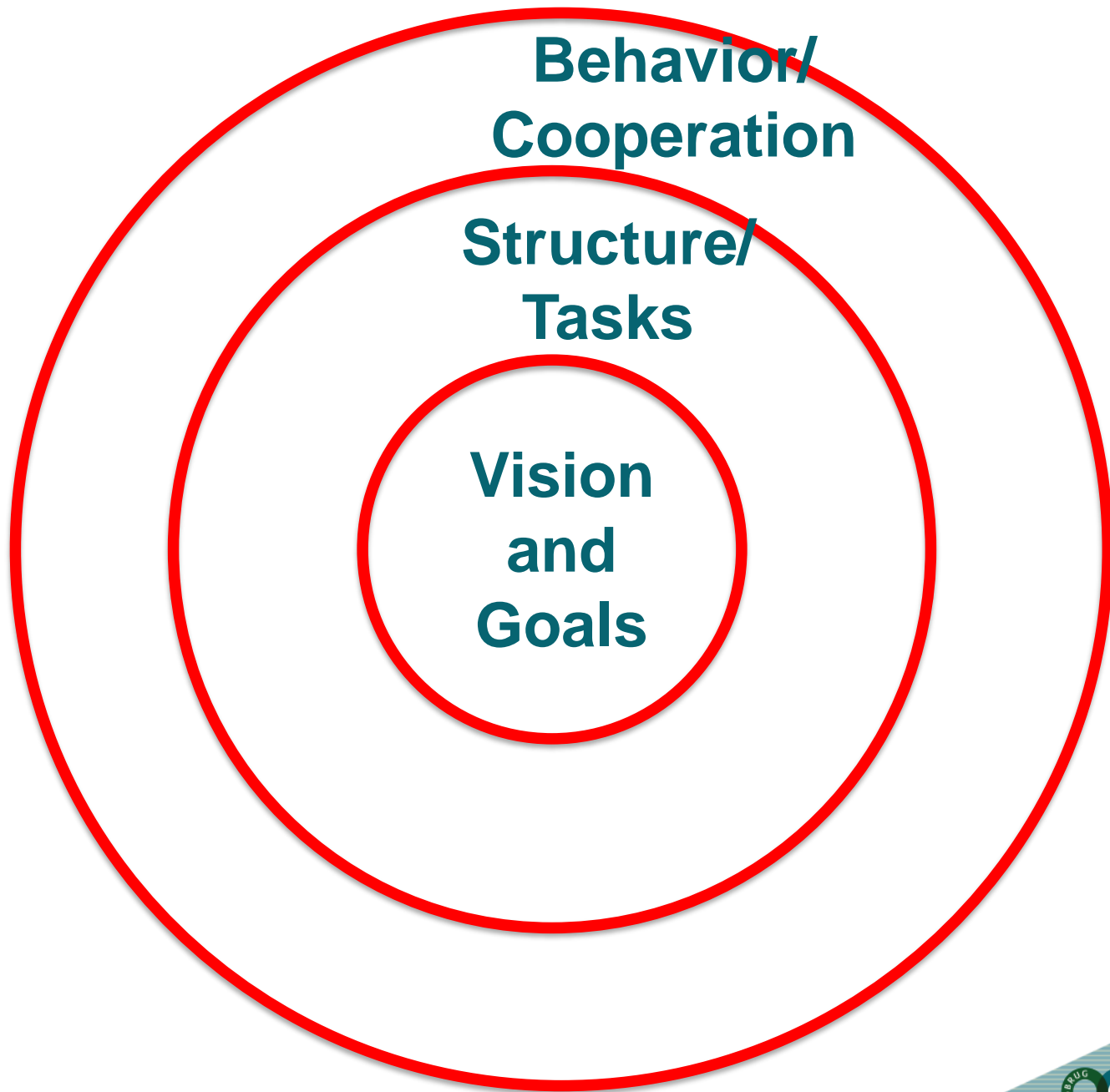


DETAIL-ORIENTED PEOPLE



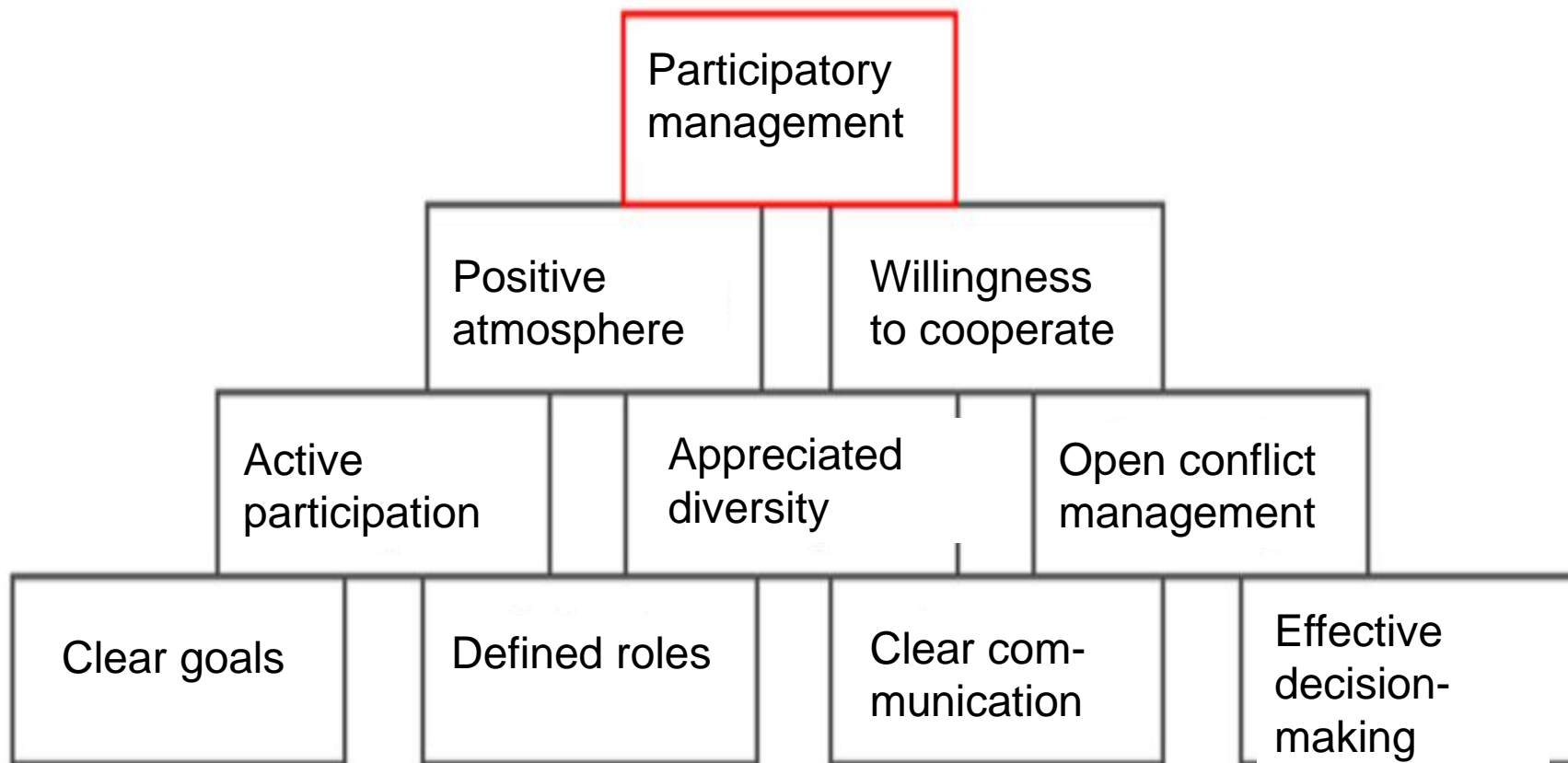
LET'S TAKE A STEP BACK





CHARACTERISTICS OF A SUCCESSFUL TEAM

- Common goal
- Share the responsibility of creating results
- Committed to achieving goals and results
- Mutually dependent on each other
- Individual success equals team success
- Accept each other's differences



Kilde: The Pfeiffer book og Successful Teambuilding Tools.

HOW DO I MOTIVATE THE TEAM?

It is all about involvement

- Listen
- Create a dialog
- Give each other space and responsibilities



Week planner

	EDVING	JEVS	Planning	RENE	DANIEL	JONAS
MONDAY	ELITE ENKE	ELITE ENKE	ELITE ENKE	ELITE ENKE	ELITE ENKE	ELITE ENKE
TUESDAY	NYR	NYR	NYR	NYR	NYR	NYR
WEDNESDAY	NYR	NYR	NYR	NYR	NYR	NYR
THURSDAY	NYR	NYR	NYR	NYR	NYR	NYR
FRIDAY	NYR	NYR	NYR	NYR	NYR	NYR
SATURDAY	NYR	NYR	NYR	NYR	NYR	NYR
SUNDAY	NYR	NYR	NYR	NYR	NYR	NYR

Small calendar and glue bottle are also visible on the whiteboard.

Improvement

Målstyring

Problemløst

Uge

Strø + halm 3 gange ugentligt
Forsøjl pletter ved gødnings
Sted pletter omme
Tjek 4-6 dages i hus gødder i gammel stald
Tjek 4-6 på gødder i dybstrebe, når der strøes

Forbedringsforslag

God fra sidste uge

MANGE LEVENDEFOOTE KALVE (SDEN
40 KVEER KLIPPET - GODT SAMARBEJDE
DELIGT AFSNIT TIL GØDDER

Prioritering

EFFEKT

Straks

Senere

Smart

Spring over

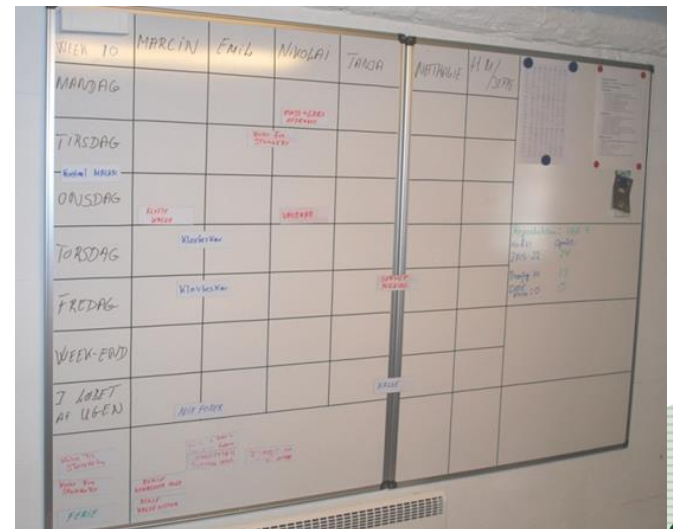
INDSATS

OPGAVE	AN
FLYT BENVÆGNINGSBOKSER	DR
LAVES VÆKSTSTED	F
SIGER PÅ TINGEN	F
RYDE OP I DEN NULTE	E
TAG PÅ HJEMME	D

WEEK PLANNER - WHAT CAN IT DO?

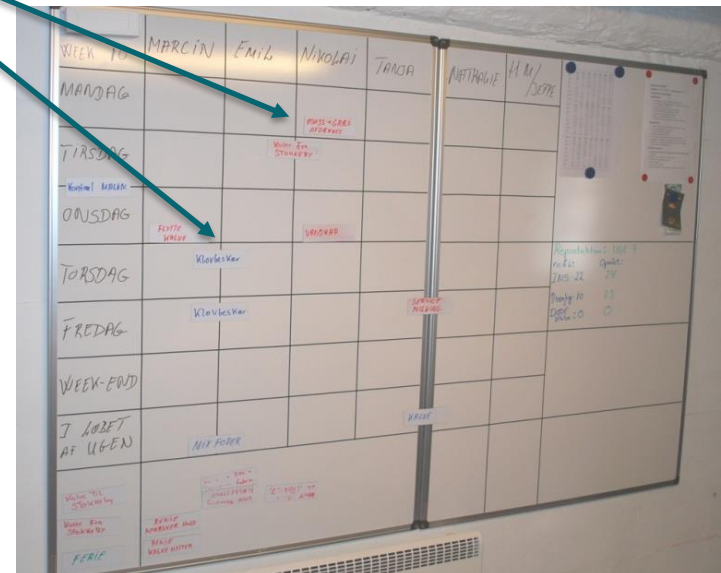
A place to communicate - everyone receives the same message

- It saves time - everyone knows the week's work plan
- New employees come easily into the rhythm/workflow
- Employees experiencing structure and systematics
- A place to share knowledge



HOW DOES IT WORK?

- All **weekly tasks** written on a magnetic tape and placed on the board
- **Monthly tasks** written on magnetic tape and placed in the upcoming tasks



IMPROVEMENT BOARD

Goal

1.5 stillbirths in each litter
and 2½ in the farrowing
stall in total in each litter

Effort (at the goal)

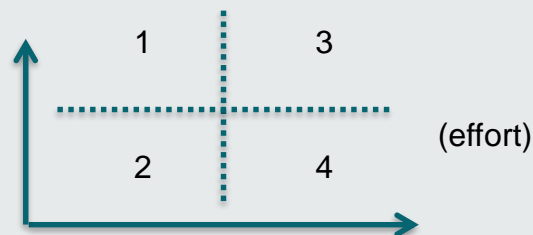
Better hygiene around the
farrowing

Inspect the sow every
hour at night

Went well last week 😊

Ideas

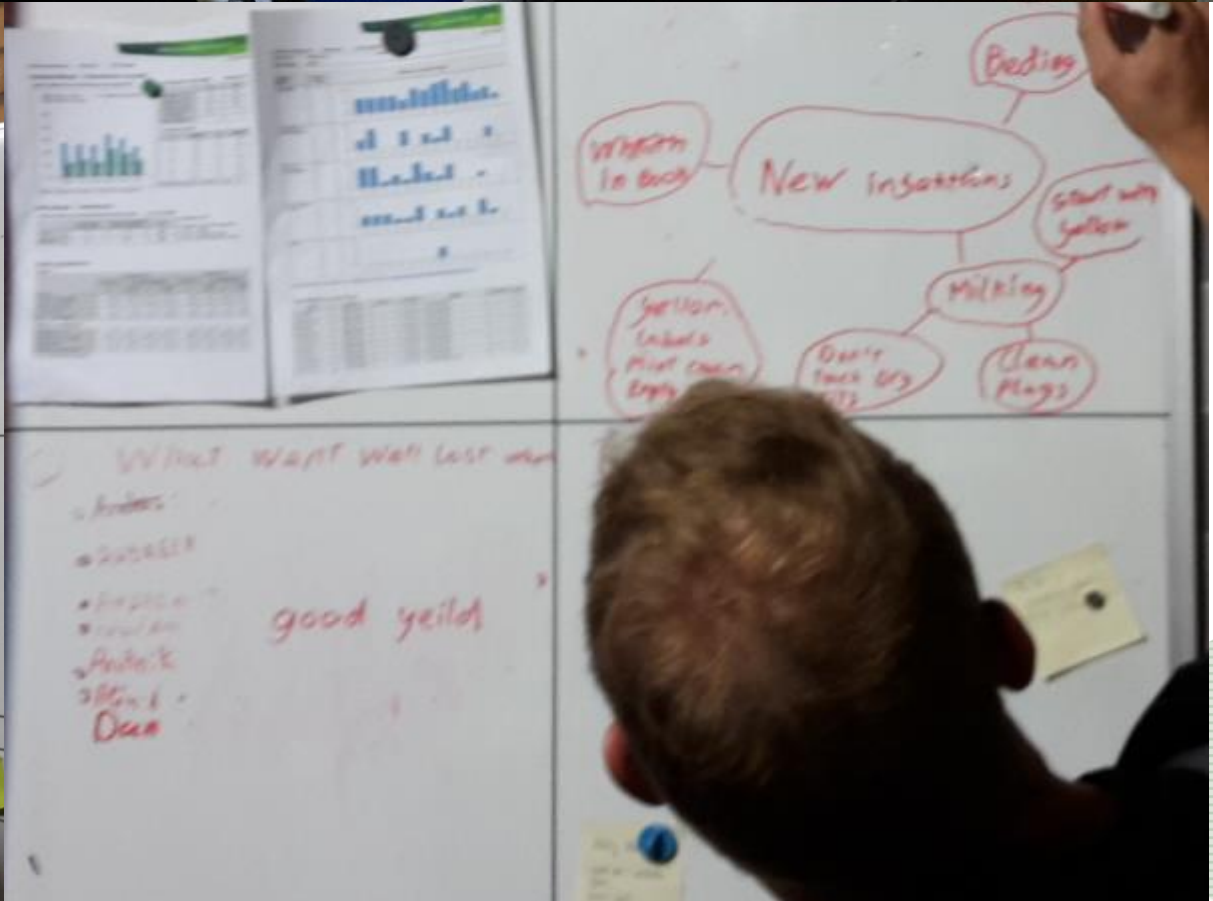
Prioritisation matrix
(effect)



Action plan

Subject	Resp	Date





TAKE HOME MESSAGES

- You can create *the good team*
 - Accept each other's differences
 - Common goal
 - Committed to achieving common goals and results
 - Mutually dependent on each other
 - Individual success equals team success
- Board meetings are a good framework for creating a good team