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HOW TO PERFORM IN A TEAM

STØTTET AF
Svineafgiftsfonden



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?

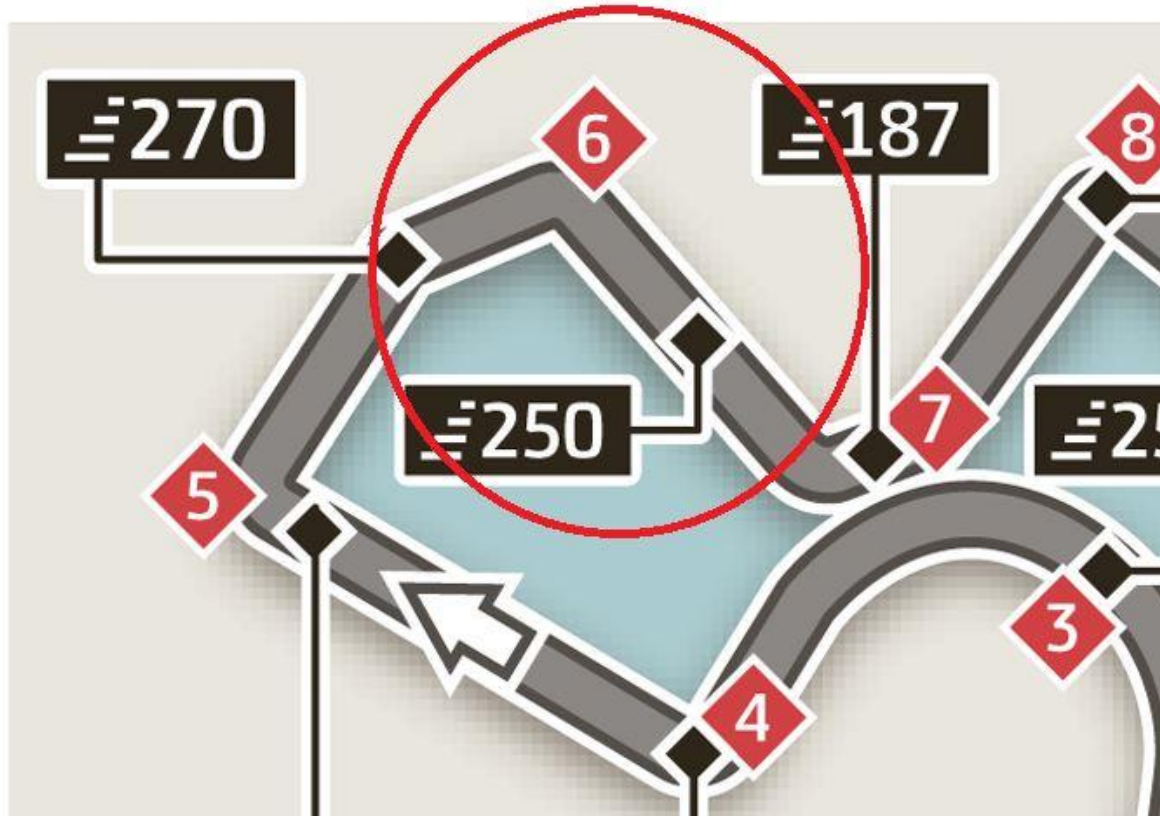
- Accepting and understanding each other's differences



THE OVERALL PICTURE

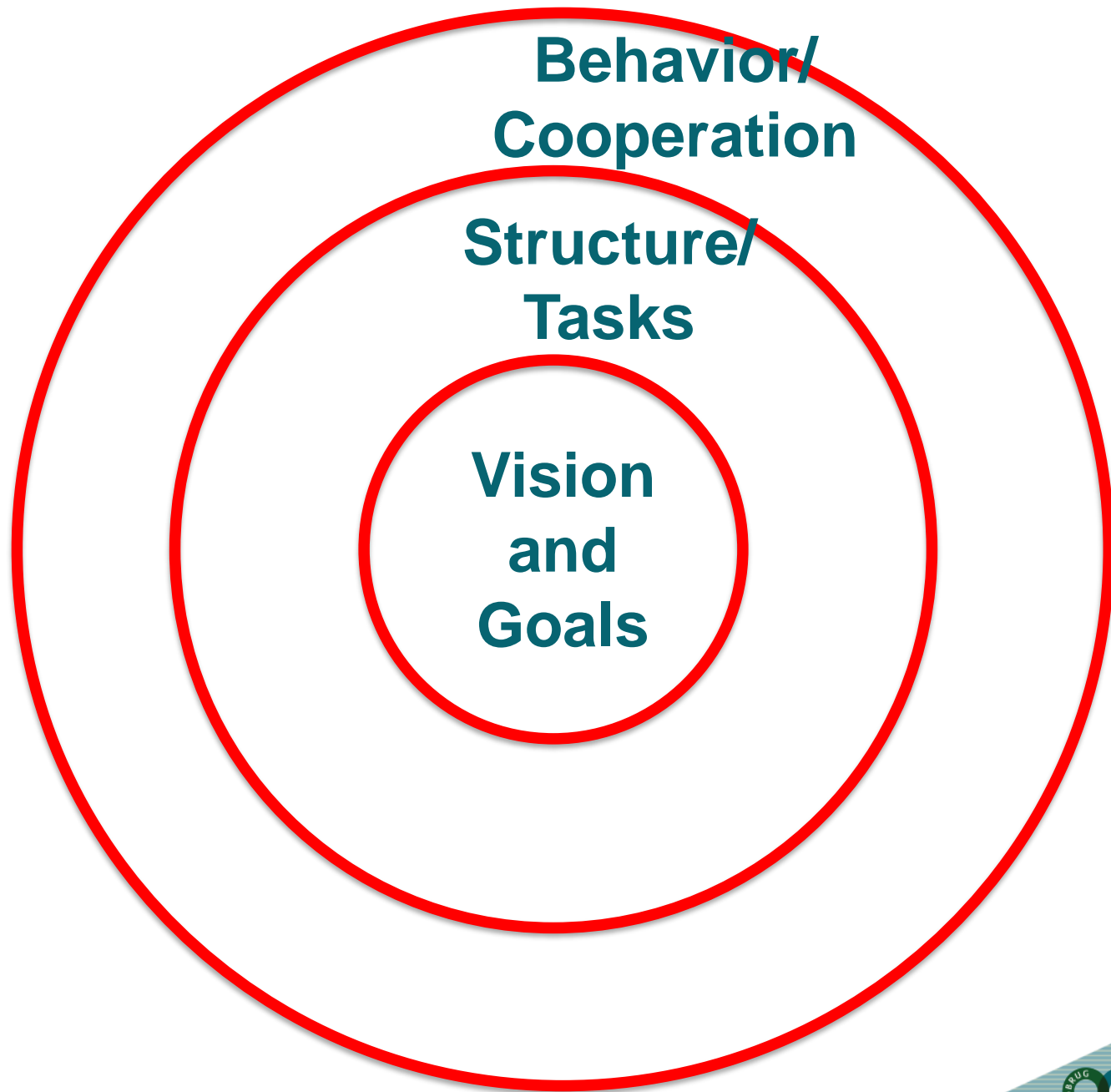


DETAIL-ORIENTED PEOPLE



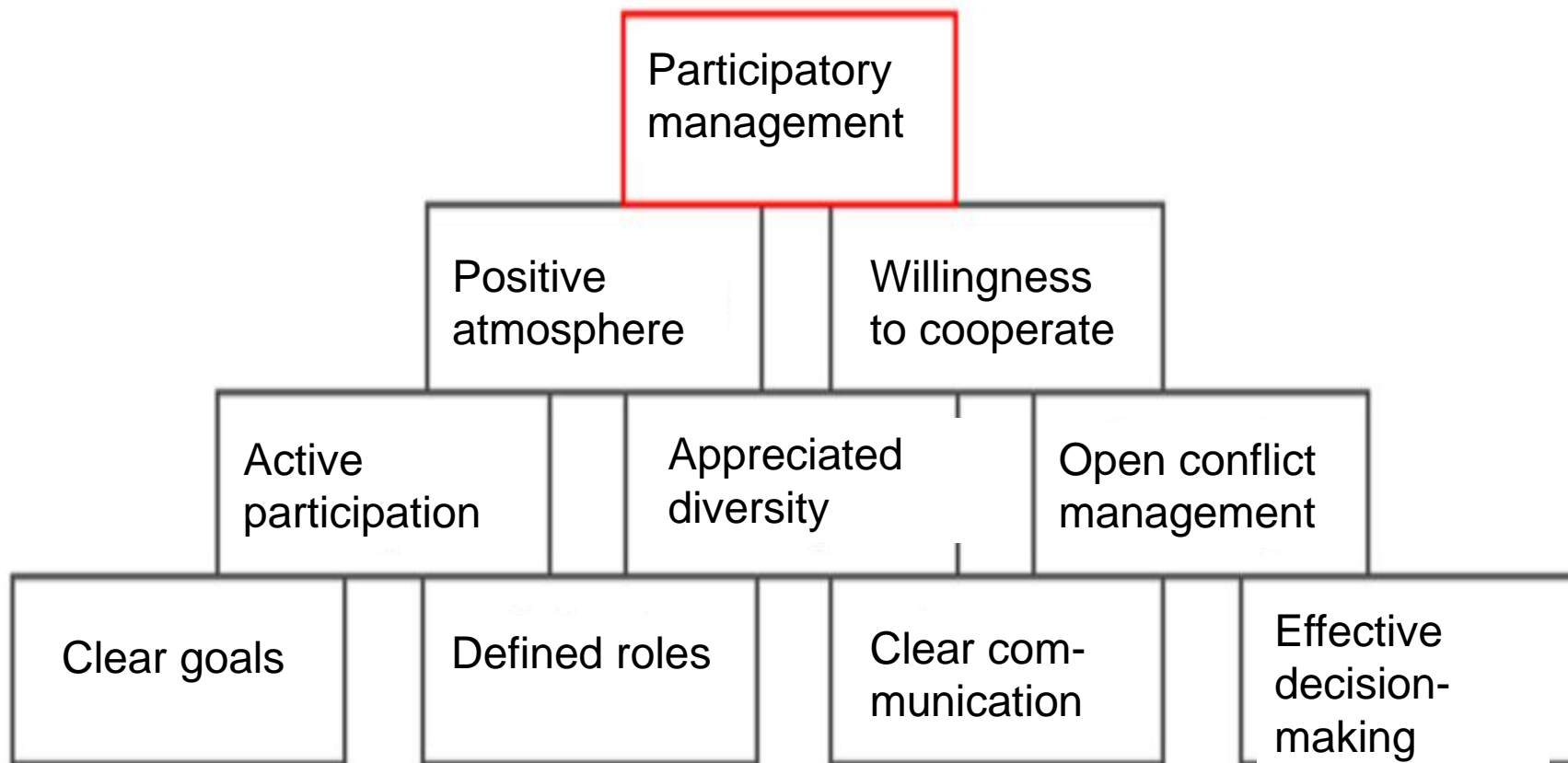
LET'S TAKE A STEP BACK





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



[illegible]

Improvement

Målstyring

Problemet

Uge

Forbedringsforslag

Strø + halm 3 gange ugentligt
 Forsøjl pletter ved gørløring
 Sked pletter omme
 Tjek hver dag lige hos gøllede i gammel stald
 Tjek hver på gøllede i dybstreelse, når der strøes

Godt fra sidste uge

MANGE LEVENDEFOOTE KALVE (SEEN)
 40 KVEER KLIPPET - GODT SAMARBEJDE
 DELT AGT AFSNIT TIL GØLLEDE

Prioritering

EFFEKT

Straks	Senere
Smart	VRK- STED
	KALVE STALD
SIDER TIL TIPVORN	TAG PÅ HJEMME
	Spring over

INDSATS

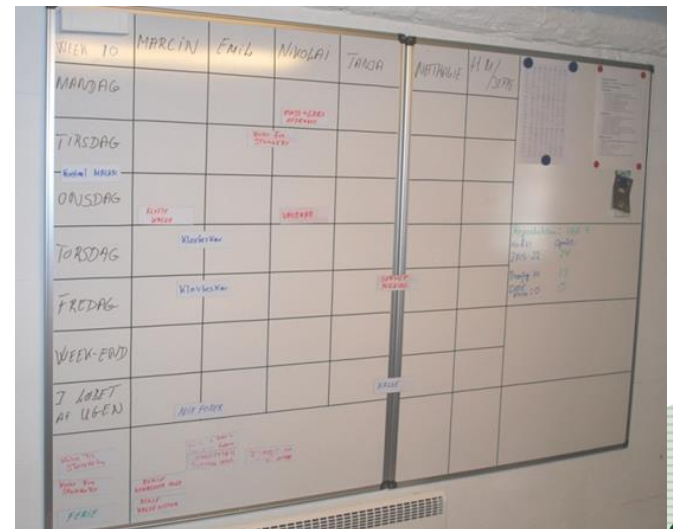
Hvem, gør hvad, hvornår

OPGAVE	ANSV
FLYT BENVÆGNINGSBOKSER	DR
LAVES VÆKSTSTED	F
SIDDE PÅ TIVORN	F
RIDE OP I DEN NULTE	E
TAG PÅ HJEMME	D

WEEK PLANNER - WHAT CAN IT DO?

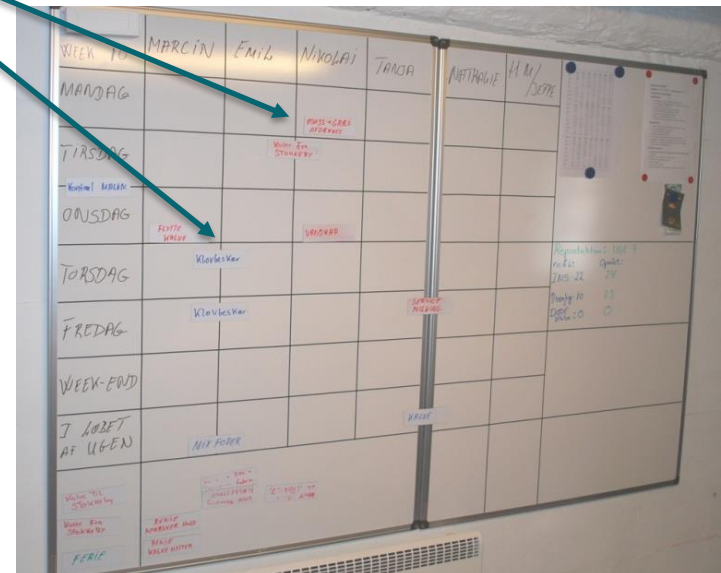
A place to communicate - everyone receives the same message

- 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)

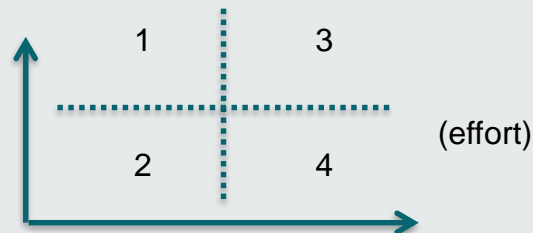
Better hygiene around the
farrowing

Inspect the sow every
hour at night

Went well last week 😊

Ideas

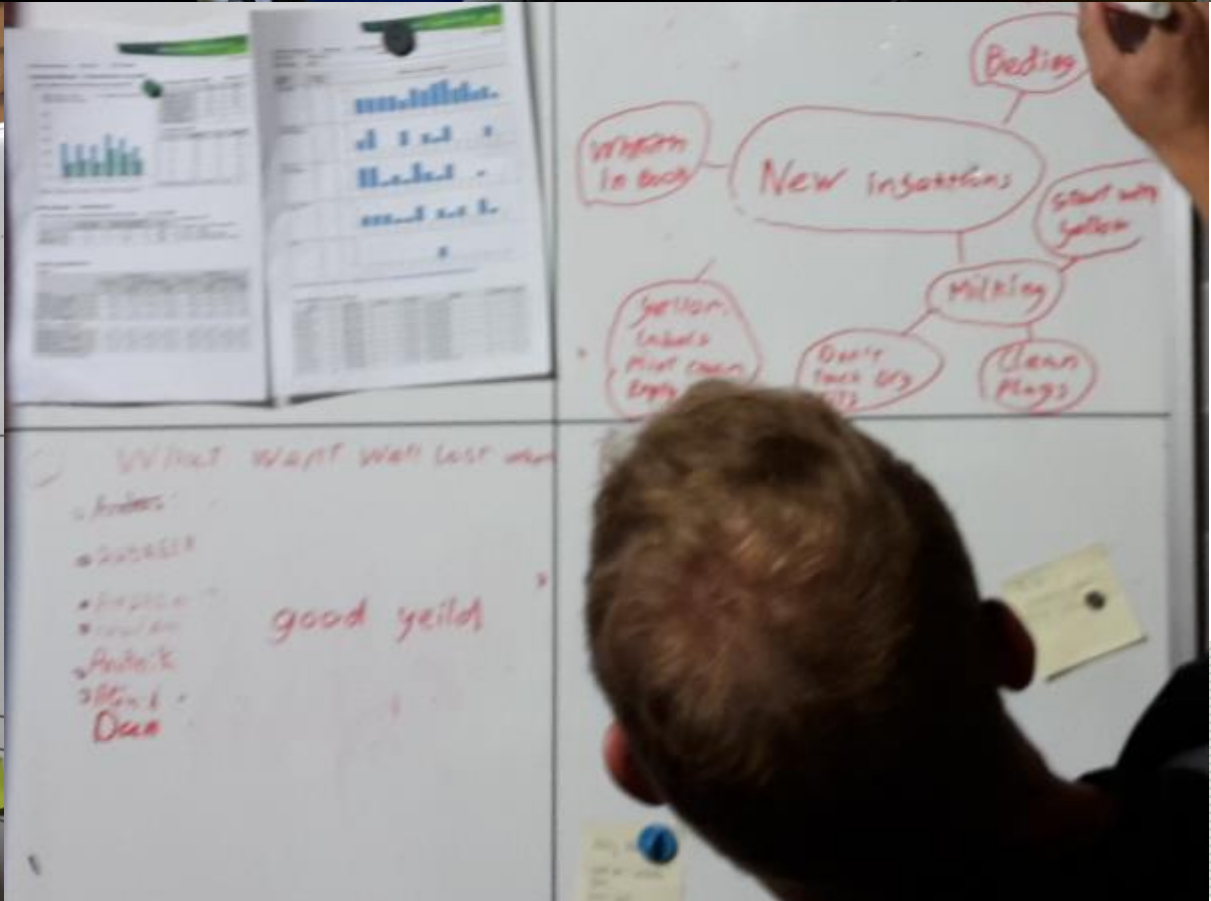
Prioritisation matrix
(effect)



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