

The test we must set for ourselves is not to march alone but to march in such a way that others wish to join us.

Hubert Humphrey

Team Building

A team is a group of people who are mutually dependent on one another to achieve a common goal. A happy team:

- Leads to better ideas and decisions.
- Has a higher quality output.
- Results in involvement of everyone in the process.
- Effects in sharing information which means increased learning.
- Increases understanding of other people's perspectives.
- Increases opportunities to draw on other people's strengths.
- Compensates for individual weaknesses

Effective functioning of the centre solely depends on team spirit and approach.

This is highly imperative in the arena of rendering comprehensive care to PLHIVs. Team building begins with the Induction Training and continues thereafter as it is an ongoing process. There are formal and informal ways of building a team.

Formal ways of team building:

- Conducting monthly staff meetings- including all the staff, Management and Administration personnel
- Conducting departmental discussions for Nurses, Doctors, Counsellors, Outreach Workers on a weekly basis
- Organising multi-disciplinary ward rounds once in a week
- Organising Inter –departmental discussions
- Having ongoing educational sessions for staff

Informal ways of team building:

- Organising monthly gathering of staff for dinner and cultural programmes(staff prepare food and enjoy the evening by playing games etc)
- Organising periodical picnics/outings are planned to tackle Burn-Out issues
- Arranging Get together, recreational activities, celebrating special occasions etc