

Natural Work Team Objectives

- Develop flexible NWTs that can quickly respond to the dynamic business at RMW.
- Conduct developmental courses that enhance the knowledge and skills of the Team Member.
- Create an 'on-time' skill development philosophy to provide maximum retention and implementation.
- Utilize a two-fold program focusing on team development and team skills.
- Demonstrate organization-wide support systems through program facilitation and maintenance.
- Participate in a structured transfer of leadership process.

Advantages of Teamwork*

- ◆ Share Ideas
- ◆ Work from each members strengths
- ◆ Have Fun!
- ◆ Get a variety of solutions
- ◆ Flexibility by knowing each others' jobs
- ◆ Learn how to work together
- ◆ More input and expanding on ideas
- ◆ Shared rewards
- ◆ Everyone is equal
- ◆ Camaraderie
- ◆ To be safe...work safe
- ◆ Mutual motivation
- ◆ Provide encouragement to team
- ◆ Setting & Reaching goals together
- ◆ Learn responsibility
- ◆ Synergy
- ◆ Identifying areas to improve
- ◆ Using others' background/experience
- ◆ Work quicker and safer
- ◆ Share a common goal
- ◆ Easier to accomplish training
- ◆ Share resources (i.e. materials, tools, etc...)
- ◆ Open communication
- ◆ Develop each others' weaknesses
- ◆ Support for each other
- ◆ Accept responsibilities together
- ◆ Diversity of team members' skills
- ◆ Make friends
- ◆ Pride in work
- ◆ Improved production
- ◆ 'Big Picture' viewpoint
- ◆ Satisfying the 'customer'
- ◆ More energy
- ◆ Builds respect of others
- ◆ Continuous Improvement
- ◆ Improved quality

* As collected by the Natural Work Teams.

Definition of a Natural Work Team

A group of people who work together everyday on a common purpose, product or function to improve performance and individual skills through their collective skills & experience.

Benefits of Natural Work Teams

- ◆ Enhanced sense of ownership
- ◆ Enhanced involvement in decision making
- ◆ Versatility training & rotation
- ◆ Broader knowledge of the business
- ◆ Stronger work relationships
- ◆ Less restrictive communication flow
- ◆ Enhanced common purpose & accomplishment
- ◆ Continually improving performance
- ◆ More fun!

What should a Natural Work Team (NWT) Look Like?

- ◆ Organized
- ◆ Regular & well lead mtgs.
- ◆ Utilize compiled data
- ◆ Set objectives
- ◆ Up-to-date, visible, accurate measures
- ◆ Improvement focus
- ◆ Prioritize problem areas
- ◆ Assign natural owners to assist in problem solving
- ◆ Evaluate progress made
- ◆ Solve problems
- ◆ Implement projects
- ◆ Focused on what they can do to improve
- ◆ Positive trends in all key measures
- ◆ Helping each other improve performance
- ◆ Work safely
- ◆ Keep area clean
- ◆ Training to assure everyone has needed skills