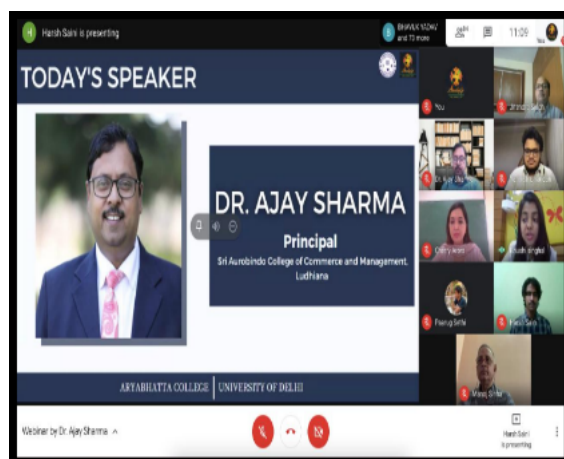


Aryabhata College

Department of Management Studies

Webinar on: Team Building, Conflict management & Work-Life Balance



Sankalp, the student society of Department of Management Studies , Aryabhata College conducted a webinar on “Team Building, Conflict Management & Work-Life Balance” with Dr. Ajay Sharma, Principal, Sri Aurobindo College of Commerce and Management, Ludhiana, on 22nd March 2021 from 11 AM onwards.

The purpose of this session was to enrich fellow students about Team Building and the benefits of having a good Work-Life Balance, at an early age, thus ensuring some value addition in their knowledge during this unfortunate lockdown period.

The session was inaugurated by Teacher- in-Charge of BMS Department, Dr. J.K. Singh and the welcome address for the guest was delivered by our Principal, Dr. Manoj Sinha.

As we moved ahead, students got a deep insight into;

1. Self-Management for team building.
2. A difference between a group and a team.
3. A group is made when independent individuals come together. A team is when that group of people is working on a specific goal.
4. Most teams
 - Share information openly
 - Participate in team’s task
 - Encourage each other
 - Use all the team’s resources

5. BUILDING TEAMS

○ Stage 1 - Forming

Members form opinions of others. Productivity is low. Share responsibility, encourage open dialogue, provide structure, direct team issues, develop a climate of trust and respect.

● Stage 2 - Storming

Characterised by competition and strained relationships among team members. Various degrees of conflict. Most critical stage of team building. Enhance team development by - Joint problem solving, norms for different POV, Decision making procedures, encourage two-way communication, support collaborative team efforts.

● Stage 3 - Norming

Developing cohesiveness. Enhancing team development by - Communicate frequently and openly about concerns, encourage members to manage team process, give positive and constructive criticism, support consensus decision making efforts, delegate as much as possible

After that Dr. Sharma, delved deeper into topics like;

1. COLLABORATION THROUGH TEAM BUILDING

- Most effective teams arrive at a decision through consensus by following a rational process that includes: Identifying the issue, setting a specific objective, Gathering and analysing the facts, developing alternatives, Evaluating the alternatives, Deciding and acting

2. TEAM BUILDING STYLE

- Relationship between Social and Task aspects of Teamwork.
- Roles - Task oriented, Relations oriented, Self-oriented

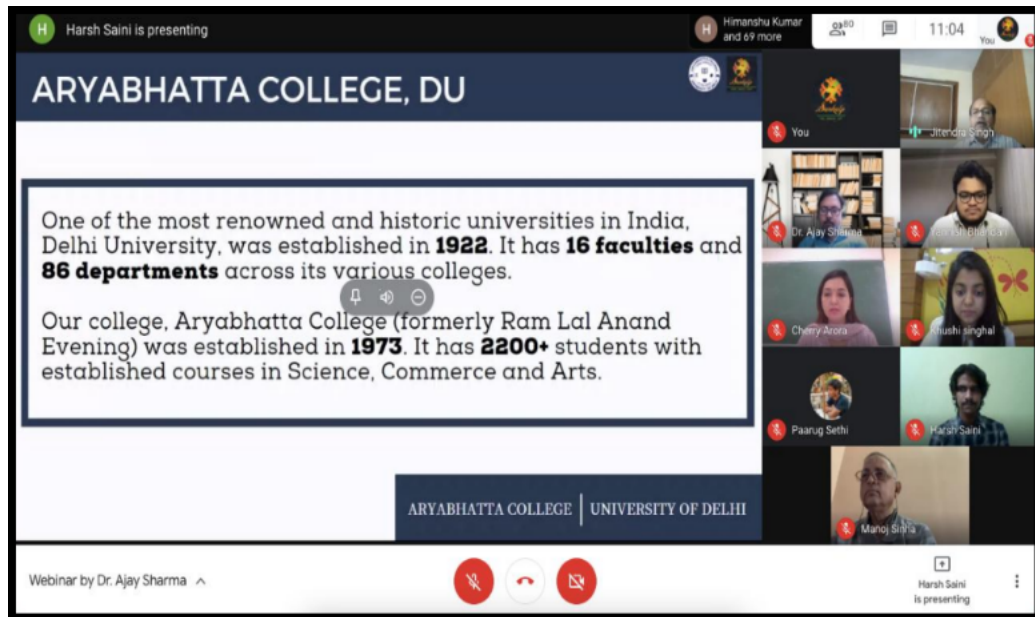
3. WORK-LIFE BALANCE

- It is a broad concept including prioritising between “work” (Career, ambition) and “life” (Health, pleasure, family).
- Poor work-life balance leads to; Higher rates of absenteeism, High stress level, Health issues, Reduced productivity, Decreased job satisfaction, Lower levels of organisational commitment and loyalty.
- SOLUTIONS: Fight guilt, learn to say no, Communicate
- 10 ways to improve work-life balance; Set boundaries, don't be afraid to switch off, make time for yourself, your friends and family, set goals, Exercise, capitalise on your lunch break, take care annual leave, make a dedicated workspace, do something you love, work smarter, not harder.

We got participation of 80+ students across different courses. The session was conducted on Google Meet for 1 hour. Overall, the session was filled with knowledge and value which could be seen in the appreciation we got



post-session from participants.



The session ended with a Vote of thanks delivered by our Coordinator, Mrs. Cherry Arora. We would like to thank our Principal Sir, Dr. Manoj Sinha and Teacher in charge, Dr. J.K. Singh Sir for their immense guidance throughout the webinar planning process. The webinar wouldn't have been possible without their support.

Teacher in Charge: Dr. J.K. Singh

Organizer/Coordinator: Mrs. Cherry Arora

Student Coordinators: Yannish Bhandari & Aarjav Jain

Moderator: Khushi Singhal

(Report Compiled by Sankalp Society)