

Coming together, working together and achieving together (Varahanadhi Sub-basin IAMWARM Team)

Katzenbach and Smith defined TEAM as *“A Small number of people with complementary skills who are committed to a common purpose, performance goals, and approach for which they hold themselves mutually accountable.”*

The success of any project depends upon the efficiency and effectiveness of the personnel and their ability to work in a team. Formation of teams and enhancing the cohesiveness among its team members is, therefore, vital for the success of IAMWARM project which is complex and multifaceted in nature. The project involves multiple stakeholders from diversified fields and backgrounds. Formulation of “homogenous teams consisting of heterogeneous members” is a challenging task and that is what needed for the successful implementation of IAMWARM Project. This project is conglomeration of different line departments and farmer groups, when several people use their skills and knowledge together, the result should be a better project. People working together can sustain the enthusiasm and lend support needed to complete the project.

A Team Building workshop was contemplated with strategic objectives such as enhancing Interpersonal Relationships among the sub-basin IAMWARM project team members and Communication skills so that they could communicate effectively with the primary stakeholders (the community, especially farmers) and ensure their participation in restoration of water bodies and adapt sustainable water management practices.

In this context, workshop on Team Building for Varahanadhi Sub-basin was organized during the month of March 2008 in which 30 participants participated from 8 line departments. The workshop, probably one of the first of its kind in the world, focused on bridging the gap among different line departments through process oriented training methodology. The participants were involved in group exercises, activities and simulations.



As an outcome of the workshop, the Varahanadhi Sub-basin IAMWARM team has emerged with follow-up activities to be carried out in order to keep the team intact. The team, which is consisted of all participating line departments, is visiting villages and having interactions with farmers to generate awareness and get their feed-back. The team has plans to meet farmers at regular intervals to facilitate their active participation in the implementation of the project. Farmers felt very happy to see all line departments on a single platform to discuss about problems pertaining to irrigation and agriculture. The team, thus far, visited 42 villages and could resolve some of the farmers problems jointly.

A follow-up workshop was held from 30th June to 1st July, 2008 at Villupuram. The original intention of this two-day workshop was to consolidate the work that had happened since March-end and discuss how to sustain the steps taken. The Varahanadhi Sub Basin is of critical importance for agricultural irrigation, as part of the IAMWARM project. One of the

striking features of the follow-up workshop was the participation of farmers from the sub-basin. The farmers not only expressed their woes but also expressed their willingness to join the team to work together for the development of the sub-basin.

The team has selected two blocks to carry out planned activities involving the farmers and other stake-holders. The District Collectors, while interacting with the team, has assured all the support that the team needs. The District Collector's visit went on for about an hour, during which several unexpected contributions from participants came to the fore. Hitherto unsuspected, yet enormously relevant, even incredible, work was revealed. In at least one instance this is being taken up with the official for documentation so as to bring to the attention of official agencies. The DC was extremely pleased and, besides assuring support extended in his official capacity, he said quite earnestly that the IAMWARM team could rely on his support firstly as one of its members.