

FORM 2
THE PATENT ACT 1970
(39 OF 1970)
AND
The patent rules, 2003
COMPLETE SPECIFICATION
(See section 10: rule 13)

TITLE OF INVENTION

Cooperative teamwork as a core aspect of organisational behavior influencing competitive advantage of organisation in market.

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<p>PREAMBLE TO THE DESCRIPTION</p> <p>COMPLETE</p>		

Following specification particularly describes the invention and the manner in which it is to be performed.

Technical field of invention:

The present invention relates cooperative teamwork as a core aspect of organisational behavior influencing competitive advantage of organisation in market.

Prior Art:

A team is defined as “people organized to function cooperatively as a group.” Some of the characteristics of a team are that it has a common commitment and purpose, specific performance goals, complementary skills, commitment to how the work gets done, and mutual accountability.

Some of the practices that make a team effective are that they have a sense of urgency and direction; they set clear rules of behavior; they spend lots of time together; and they utilize feedback, recognition, and reward.

Teamwork has ever been more important in organizations. Cooperative teamwork is core aspect of the “knowledge economy” and derives benefits from collaboration within a team structure.

A team, according to Katzenbach and Smith in their *Harvard Business Review* (HBR) article “The Discipline of Teams,” is defined as “people organized to function cooperatively as a group”.

The core elements that make teams function are:

- Common commitment and purpose
- Specific performance goals
- Complementary skills

- Commitment to how the work gets done
- Mutual accountability

Objective of the invention

The primary object of the present invention is cooperative teamwork as a core aspect of organisational behavior influencing competitive advantage of organisation in market.

Summary of the invention:

Accordingly following invention is cooperative teamwork as a core aspect of organisational behavior influencing competitive advantage of organisation in market.

According to an embodiment, a cooperative team has a common commitment and specific purpose that it delivers on, has shared leadership roles, and has both individual and mutual accountabilities. Cooperative teams discuss, make decisions, and perform real work together, and they measure their performance by assessing their collective work products.

Detailed description of invention:

The following description includes the preferred best mode of one embodiment of the present invention. It will be clear from this description of the invention that the invention is not limited to these illustrated embodiments but that the invention also includes a variety of modifications and embodiments thereto. Therefore, the present description should be seen as illustrative and not limiting. While the invention is susceptible to various modifications and alternative constructions, it should be understood, that there is no intention to limit the invention to the specific form disclosed, but, on the contrary, the invention is to cover all modifications, alternative constructions, and equivalents falling within the spirit and scope of the invention as defined in the claims.

In any embodiment described herein, the open-ended terms "comprising," "comprises," and the like (which are synonymous with "including," "having" and "characterized by") may be replaced by the respective partially closed phrases "consisting essentially of," "consists essentially of," and the like or the respective closed phrases "consisting of," "consists of, the like.

The present invention is cooperative teamwork as a core aspect of organisational behavior influencing competitive advantage of organisation in market.

A cooperative team has a common commitment and specific purpose that it delivers on, has shared leadership roles, and has both individual and mutual accountabilities. Cooperative teams discuss, make decisions, and perform real work together, and they measure their performance by assessing their collective work products.

Cooperative team work is very different from the classic working in an organization in which there is a focused leader, individual accountabilities and work products, and a group purpose that is the same as the broader organizational mission. In an organization there are larger working groups that take on a piece of the broader organizational mission. They are organized under a leader, and their effectiveness is measured by its influence on others within the business.

In an organization not all of a company's influential relationships appear as part of the organization chart. A cooperative team working would help spread best practices and lead to more cohesive operations for the entire organization.

“Discipline of Teams,” makes a cooperative team truly effective there are several practices that have observed in successful teams. These practices include:

- Establish urgency,
- demanding performance standards,
- direction.

Cooperative team work best when they have a compelling reason for being, and it is thus more likely that the cooperative team work will be successful and live up to performance expectations. The cooperative team work that are brought together to address an “important initiative” for an organisation, but without clear direction and a truly compelling reason to exist, the cooperative team work will lose momentum.

The cooperative team selects members for their skill and skill potential, not for their personality. It is tedious work because of several reasons. First, most people would prefer to have those with good personalities and positive attitudes

on their cooperative team in order to promote a pleasant work environment. This is fine, but make sure that those individuals have the skill sets needed or the potential to acquire/learn for their piece of the project. The second caveat here is that what skills need on a project until really dig in and see what's going on. Spend some time up front thinking about the purpose of the project and the anticipated deliverables will be producing, and the specific types of skills will need on the team.

The cooperative team will interact with everyone from functional subject-matter experts all the way to senior leadership, and the team must look competent and be perceived as competent. Keeping an eye on team's level of emotional intelligence is very important and will enhance team's reputation and ability to navigate stakeholders within the organization.

Rules of behavior is so critical that the cooperative team takes the time up front to capture their own rules of the road in order to keep the team in check. Rules that address areas such as attendance, discussion, confidentiality, project approach, and conflict are keys to keeping team members aligned and engaged appropriately.

Performance oriented tasks and goals make the cooperative team feel that they're really accomplishing something and working together well. This is very important to the cooperative team's confidence, as well as just getting into the practices of working as a cooperative team. Success in the larger tasks will come soon enough, as the larger tasks are really just a group of smaller tasks that fit together to produce a larger deliverable.

Cooperative team is continued to research and gather information to confirm or challenge project. The facts are received at the beginning of the project are

static. New information is always presenting itself and must be considered in the overall context of the project.

Cooperative team is spend time together, think together, and bond. Time in person, time on the phone, time in meetings—all of it counts and helps to build camaraderie and trust.

The cooperative team work exploits the power of positive feedback, recognition, and reward. Positive reinforcement is motivators that will help the members of the cooperative team feel more comfortable contributing. It will also reinforce the behaviors and expectations that are driving within the team. Although there are many extrinsic rewards that can serve as motivators, a successful cooperative team begins to feel that its own success and performance is the most rewarding.

Collaboration is another key concept and method by which cooperative teams can work together very successfully. Bringing together a team of experts from across the business would seem to be a best practice in any situation.

There are factors for having strong collaboration skills in cooperative team work:

- “Signature” relationship practices
- Role models of collaboration among executives
- Establishment of “gift” culture, in which managers mentor employees
- Training in relationship skills
- A sense of community
- Ambidextrous leaders—good at task and people leadership
- Good use of heritage relationships
- Role clarity and talk ambiguity

As cooperative team work grows in size and complexity, the standard practices that worked well with small teams don't work anymore. Organizations need cooperative team work, and they should leverage the above best practices to build relationships and trust.

Additional advantages and modification will readily occur to those skilled in art. Therefore, the invention in its broader aspect is not limited to specific details and representative embodiments shown and described herein. Accordingly various modifications may be made without departing from the spirit or scope of the general invention concept as defined by the appended claims and their equivalents.

While the invention has been described and illustrated with reference to certain particular embodiments thereof, those skilled in the art will appreciate that various adaptations, changes, modifications, substitutions, deletions, or additions of procedures and protocols may be made without departing from the spirit and scope of the invention.

We Claims:

1. This invention analyzes cooperative teamwork as a core aspect of organisational behavior influencing competitive advantage of organisation in market.
2. According to an embodiment cooperative team work has a common commitment and specific purpose that it delivers on, has shared leadership roles, and has both individual and mutual accountabilities.
3. According to an embodiment cooperative team work discusses, makes decisions, and performs real work together, and they measure their performance by assessing their collective work products.

Abstract

This invention analyzes cooperative teamwork as a core aspect of organisational behavior influencing competitive advantage of organisation in market. A cooperative team has a common commitment and specific purpose that it delivers on, has shared leadership roles, and has both individual and mutual accountabilities. Cooperative teams discuss, make decisions, and perform real work together, and they measure their performance by assessing their collective work products.