

# THE SUCCESS OF A TEAM

By Collin Pullar, President, Saskatchewan Construction Safety Association

As Saskatchewan's construction industry celebrates its first-ever Construction Week, our province has an important opportunity to reflect and celebrate the achievements of those that work in, provide services to, and benefit from this sector. It is also a great opportunity to look forward with excitement and thoughtfulness of where, as leaders, our business teams need to be and function for long-term performance and success. The fact is, team performance, and more specifically, high-performance, relies on much more than the total skills of the team players. To quote a former team coach and current CFL general manager, "talent is not enough" to make a high-performing team! To establish a high-performing sports team or a high-performing industry requires more than just having the most skilled workers in the industry. It requires an absolute commitment and dedication to each other to be the best they can be.

I recently attended a series of industry award events where high-performing companies were recognized and celebrated.

It was amazing to listen to employers and employees at various levels, both on and off the stage, speak so much about the *commitment* and *dedication* to each other and their *teams'* goals as key to their success. They did not really talk much about the skill sets or certifications of their workers, but rather their ability to work together to make their customers happy. Even though we knew there had to be skills, certifications, and talent within their team, those were not

the leading factors to their success.

Successful application of safety management plays out the same way within a team of construction workers. It is not enough to simply have education and training on the subject, techniques, and approaches to safety. We are fortunate to have a growing number of people in Saskatchewan that have solid knowledge and talent in this area. High performance; however, requires more than just knowledge and talent. High performance and success in safety requires the same *commitment* and *dedication* to each other and their *teams'* goals as key to their success. The commitment and dedication to each other is reflected in not only the leader's actions, but that of each player on that team. The *team* expects everyone to look after themselves and each other. It's uncanny how these two business elements coincide!

A long-term, successful, and high-performing industry will require more than just having highly-skilled workers, and solid safety knowledge. It will require the commitment to each other as business leaders to ensure we all perform at a high level. This is, upon reflection, how the construction industry has been able to grow to be and achieve what we celebrate today.

Collin Pullar is the president of the Saskatchewan Construction Safety Association, an industry-driven and funded association serving more than 9,000 member commercial, industrial and residential construction companies in Saskatchewan. Its mission is to provide high-quality, nationally recognized safety training and advice to construction employers and workers leading to reduced human and financial losses associated with injuries. 🏢



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