

Difference Between Teamwork and Collaboration

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Key Difference - Teamwork vs Collaboration

Teamwork and collaboration are two terms that are often considered as the same. In fact, both are very similar in nature and cooperatively work towards achieving a common [objective](#). The key difference between teamwork and collaboration is that **in teamwork, a group of people perform their individual roles to contribute to the achievement of a goal** whereas **in collaboration, all individuals are partners that share work as well as ideas and insights to achieve a common objective**. Both teamwork and collaboration are commonly seen many organizations of various scales.

What is Teamwork?

Teamwork is an exercise where a group of people perform their individual roles to contribute to the achievement of a [goal](#). A team is led by a team leader and the success of a [team](#) depends on having a strong leader to direct the team toward the objective. In an organization, a team can operate on an ongoing basis or can be formed for a specific assignment such as a project. A team is an internal component in an organization.

E.g. KLM is an engineering firm that produces electronic devices. Recently, KLM decided to undertake a project to design and develop a new prototype. A project team is formed including employees from each department and the team will be guided and managed by a project manager.

Successful resource and responsibility allocation are essential for teamwork where exertion of control also plays a key role. Team members are accountable to the team leader who will continuously monitor the performance of the team. The team leader should possess effective negotiation and [problem-solving](#) skills where he or she should be able to resolve any conflicts that may arise between team members.



Figure 01: Teamwork is where a group of people perform their individual roles to contribute to the achievement of a goal.

What is Collaboration?

Collaboration is a cooperative arrangement where two or more parties work together towards achieving a common objective, sharing work as well as ideas and insights. Within a collaboration, the parties not only have to work together, they also have to think together. All parties are equal partners in a collaboration; thus there is no [leader](#). Effective collaboration often leads to synergies where alignment between ideas and useful insights from both parties is essential for the success of the alliance. Collaboration can be internal or external to the organization.

Internal Collaboration

This is where the teams from different departments within the same company work in collaboration to achieve a specific objective.

E.g. BCD is a cosmetic manufacturing company which has recently faced reducing sales due to an international competitor. A team from the marketing department conducted a market research and came up with a number of possible changes to the current product range. As a result, they collaborated with the production and research and development department to execute a plan to implement the changes.

External Collaboration

Collaboration can take place externally where the company enters into [partnerships](#) with other companies to form an alliance. This can take the form of a [merger](#), [acquisition](#) or [joint venture](#).

E.g. Standard Chartered Bank acquired the Middle East and South Asian Grindlays operations from the ANZ Banking Group in 2000 in order to increase its market share.



Figure 02: Collaboration forms an agreement between two parties.

What is the difference between Team Work and Collaboration?

Team Work vs Collaboration	
Teamwork is an exercise where a group of people perform their individual roles to contribute to the achievement of a goal.	Collaboration is a cooperative arrangement in which two or more parties work together towards achieving a common objective sharing work as well as ideas and insights.
Nature	
Teamwork is internal to the organization.	Collaboration may be internal or external to the organization.
Scope	
Teamwork is carried out for an exercise of limited size and scope, thus usually involve a limited number of individuals.	The scope of a collaboration is wider than teamwork where many individuals are involved.

Summary - Team Work vs Collaboration

The difference between teamwork and collaboration can be identified as the effort to collectively work towards achieving a common objective where individual perform separate roles to contribute to the achievement of a goal (teamwork) and where individuals are partners that share work as well as ideas and insights is named as collaboration. Collaboration can also be described as an advancement for teamwork that takes place in a greater scale. In both teamwork and collaboration, all individuals should work with goal congruence to successfully obtain the desired goal.

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