Focus

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Building A High-performance Team

Take a brief moment and consider how often you need to assemble a team. It's probably more frequent than you might first think. For example, you need a team to organize a class reunion, plan a big tailgating party, or launch a new program at work. Since it's no more difficult to assemble a strong team than a mediocre one, do it right to begin with! Here's how.

Trust
The team leader must set the proper tone from the start because informal rules and expectations begin forming immediately after the team begins its work. The first and most important key to teamwork is trust. In the context of teamwork, trust is a confidence that your teammates' intentions are good, and there is no reason to be protective or careful around the group.

Trust is the glue that holds teams together. Moreover, trust liberates us and releases creative ideas that increase the probabilities of success. The team leader must exhibit high personal standards that define the culture and inspire trust

In addition to trust, high-performance teams have a culture that embraces robust communication, continuous progress review, and holding each other accountable for results.

Shared Vision
Shared vision is built upon common values. A compelling vision seldom emerges from a committee, so it's usually up to the team leader to define a persuasive vision. This vision typically encompasses one or more goals. Each goal should be challenging, appeal to a passionate desire or personal pride, and make a positive difference in people's lives.

Goals and Objectives
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The team leader must ensure the group stays firmly rooted in reality, sets clear goals and priorities, and follows through on all tasks. This leadership behavior avoids the conflicting agendas that arise when team members pursue incompatible objectives. Moreover, uniform understanding of the activities needed to reach goals infuses the team with a shared sense of purpose. Clarifying goals sounds simple, but our human nature usually steps in to make things difficult.

Personal Accountability

Goal mileposts should be closely tracked and progress shared with all team members. When you establish clear goals for individuals and publicly announce them within a team culture of honesty and respect, measuring progress on those goals puts pressure on individual team members to perform. Most people dislike disappointing their teammates, especially when victories are enthusiastically celebrated.

Have Fun

All work and no play makes life dreary, and saps energy from a person. Celebrating big wins and small ones builds enthusiasm and spirit, and makes everyone want to earn more of that positive feeling.

Tom Wagner

Start thinking about your next team today
and
Call me if you'd like a free team building consultation

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