Five Tips to Enhance Team Function

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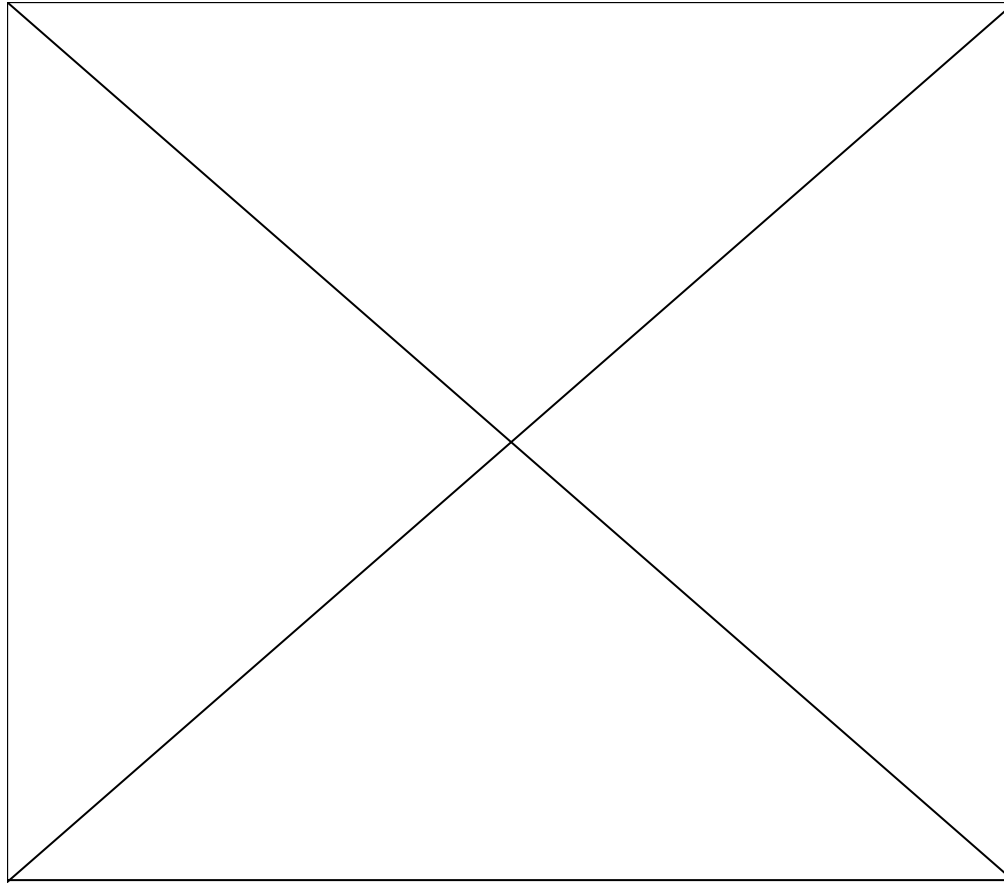
What is a TEAM?

▸ The true measure of a team is that it accomplishes what it sets out to achieve.

▸ Building an effective, cohesive team can be extremely hard to do because of the many personalities involved, varying interpretations of what success is and are people really doing what they are supposed to be doing?

TEAMWORK

TRUST

▸ The fear to be vulnerable with team members prevents the building of trust within the team.

▸ If just one member of the team has a problem with trust it affects the whole team.

Strategy For Overcoming Absence of Trust

➢ Identify and discuss individual strengths and weaknesses

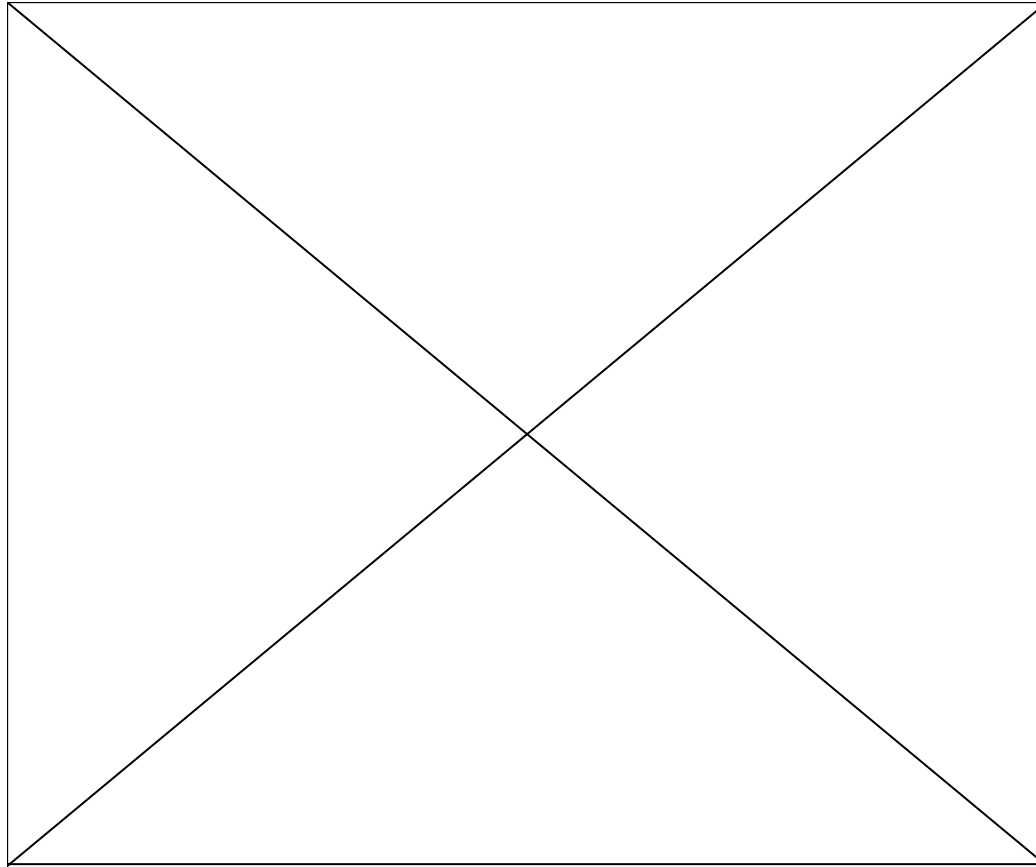➢ Spend considerable time in face-to-face meetings and working sessions

CONFLICT

▶ The desire to preserve artificial harmony stifles the occurrence of productive, ideological conflict.

Strategy for Overcoming Absence of Conflict

➤ Acknowledge that conflict is required for productive meetings

➤ Establish common ground rules for engaging in conflict

➤ Understand individual team member's natural conflict style

PINK PANTHER STRIKES AGAIN…

COMMITMENT

▶ The lack of clarity and/or a fear of being wrong prevents team members from making decisions in a timely and definitive way.

Strategy for Overcoming Lack of Commitment

➢ Review commitments at the end of each meeting to ensure all team members are aligned

➢ Adapt a "disagree and comment" mentality – make sure all team members are committed regardless of initial disagreements

ACCOUNTABILITY

▸ The need to avoid interpersonal discomfort prevents team members from holding one another accountable for their behaviors.

Strategy for Overcoming for Lack of Accountability

➤ Explicitly communicate goals and standards of behavior

➤ Regularly discuss performance versus goals and standards

Inattention To Results

▸ The pursuit of individual goals and personal status erodes the focus on collective success.

Strategy for Overcoming

➢ Keep the team focused on tangible group goals

➢ Reward individuals based on team goals and collective successes

What if.....