



How to 'grow' an extraordinary team



I often think that managing a team is like looking after a garden. If your team members are all shooting off in different directions this can lead to conflict, missed deadlines and overall poor performance.

In effective teams employees listen, trust one another and can understand and communicate honestly with each other.

Good teamwork is also about motivating and empowering each other and sharing knowledge, experiences and best practice.

But most of all, it's about individuals collaborating in a harmonious manner to achieve agreed goals in an effective and efficient way. And then the garden blooms!

Top Tips

Of course, holding regular team building and bonding events and activities (both work and non-work related) can really help with good teamwork. Here are a further 5 tips to ensure that your team thrives in 2021:

1. Grow good working relationships between all members of the team. Find out more about what makes them tick and their natural personality styles.
2. Ensure everyone has a clear role and job purpose and that they understand their responsibilities and accountabilities.
3. Set clear, measurable goals with realistic deadlines that provide some challenge but are achievable.
4. Establish effective communication and give regular, evidence based feedback.
5. Celebrate success and recognise and reward efforts.

Benefits

The benefits to you as a business owner or team leader of having a 'well tended' team are simple. You'll be able to:

- Understand and capitalise on your team's strengths and motivations.
- Reduce conflict and enhance decision making.
- Facilitate collaboration and group problem solving.
- Develop processes and systems to improve efficiencies.
- Create a shared vision.

If your team isn't 'growing' as well as it could be and needs a bit of 'tlc', you may want to bring in some external help – please get in touch for more details of how we could work together.

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