

THINK your Way to Building a Successful & Happy Team

It is such a joy currently, to be working with so many newly appointed leaders at all levels in organisations. One of the challenges for all of you is how to build successful teams that as a group achieve great outcomes, and enjoy the process.

Firstly, it is important to get clear on your values as a leader – what do you stand for and what can your team rely on you for?

Secondly, what does team mean for your staff and what is their contribution to making the team a good place to work, a safe space to learn and grow, a place to have fun and to develop strong relationships.

Esther Wojcicki, author of “how to Raise Successful People’ suggests that the formula for raising and educating children is to TRICK them, a formula which will work equally well for building teams.

T – Trust
R – Respect
I – Independence
C – Collaboration
K – Kindness

All staff should be engaged in the process of teambuilding, as the character of a team is influenced by all of its members. When one person decides to opt out of team meetings or involvement in team events, that breaches the concept of collaboration, gossiping breaches the concept of respect, leaving someone out breaches the principles of trust and kindness, and spoon-feeding staff undermines the goal of encouraging independence and autonomy.

Build your team by focusing on these principles, explore at a team meeting how they might look in practice and set some ground rules about what they mean for you as a team – and agree how violations will be addressed. Then it becomes everyone’s job to uphold the team principles and not just the role of the team leader.

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