How will you add Value to your Team?
Simple Ways to Improve Teamwork

Most of the requests I have had this week are in one way or another related to supporting teambuilding. It seems like the return to near lockdown style restrictions has impacted people even more second time around. We also have more direct experience of Covid-19, either personally or through being required to self-isolate following contacts with someone who has tested positive. For many of you the challenges of providing essential services to children and families in a timely and responsive way, just got harder - again!!

It does not matter how many motivational quotes we read – and I love this one – it's my mantra – there is no getting away from the fact that it's tough at present and...

IF YOU REALLY WANT TO DO SOMETHING, YOU'LL FIND A WAY. IF YOU DON'T, YOU'LL FIND AN EXCUSE. ~Jim Rohn

When the going gets tough – the tough get going!
Tough times don't last – tough people do!!

We will get through the next few weeks – and we will continue to make a difference – and the way we will do it is by working together in teams, with everyone taking personal responsibility for their own wellbeing and by looking out for each other.

Here is a quick reminder of some of the basics factors in strong teams:-

1. Teams are effective when they share a common purpose. Members must be committed to the purpose of the team and identify how they ultimately add value. This can be as simple as ensuring everyone can describe what they do in the following terms 'my role is to …………..so that …………..(state overall purpose)

2. Set the team culture in terms of values. Ensure respect for the individuality, talents, skills and gifts of every person on the team and what motivates them. Allocate people to projects and services to which they are most aligned and which suit present circumstances.

3. Communicate openly and with respect. Team meetings are essential to effective communication and need to be regular, short, well organised and interactive. When teams are dispersed, ensure there is a range of formal and informal mechanisms for two way communication. People who are part of secure social circles suffer less physical emotional and social disharmony.

Tips from colleagues

Here are some of the teambuilding strategies for boosting morale and staying motivated that were shared by participants in recent workshops I facilitated.

- Reaching out more to each other and especially to staff working exclusively from home
- Have more virtual coffee breaks
- Lift the phone more and send fewer emails
- Be kind - do not judge ourselves and others harshly
- Set up mentoring arrangements so that more experienced staff can guide new starts and less confident colleagues
- Prioritise short regular check-ins, where all staff meet up on video calls
- Actively listen to each other and provide relevant / positive feedback
- Have weekly team targets and daily realistic individual targets
- Share success stories and celebrate accomplishments
- Arrange short mindfulness sessions for teams

Teamwork is everyone's responsibility.
What will you do to add value to your team?

STRENGTH DOESN'T COME FROM WHAT YOU CAN DO, IT COMES FROM OVERCOMING THINGS THAT YOU THOUGHT YOU COULDN'T.

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For more information on how to build effective teams email lynne@lynnepeyton.com
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