

More Teambuilding Strategies

Teams are groups of people who are interdependent, united by a shared purpose and common values. The sense of team can be eroded when some people are shielding and others are in the office, when opportunities for interaction are reduced and when whole team meetings no longer take place. Leaders at all levels in organisations need to be alert to the impact of current restrictions and actively support strong team identity.

Last week we considered some simple ways to improve teamwork, including being clear about the team's common purpose and really appreciating the unique circumstances and contribution of each member, especially during current restrictions. This week's focus is on ensuring there are opportunities for teams to come together regularly to support each other and taking time to validate achievements and progress.

- **Ensure team meetings are both productive and enjoyable**

Many of you have found really novel ways to stay connected with your teams and recognise the importance of having a social element to your meetings. We have realised how much informal chat, about families and outside interests, has been lost in recent months when we no longer get to meet in the tearoom, corridor, or car park.

Team meetings are essential to effective communication and need to be regular, short, have an agenda and be well organised. Team meetings must be engaging and interactive. Ensure you listen more than you talk, acknowledge the value of others' opinions, and encourage participation in decision making. Acknowledge issues as they arise and mediate solutions. Daily or twice weekly informal check ins for 10 minutes are a great way to promote team unity. Buddy systems and mentoring arrangements all help to reduce isolation.

- **Recognise and celebrate successes at both individual and team level**

"A group becomes a team when each member is sure enough of himself and his contribution to praise the skills of others."

- Norman Shidle



Start every team meeting with a roundup of the 'wins' at individual and team level. What has gone well in the previous week/month since the last team meeting? Help people to see the benefits of achieving that particular win, for the team, the organisation, the people they serve and especially themselves. Ensure newsletters celebrate the achievements of each team.

For more information on leadership skills please visit my website at
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