

Building Strong Teams

Hi I'm back! Today I'm going to share with you some simple steps in to how to build a strong team. Everybody wants to work in a strong team; higher job satisfaction, a sense of ownership, a sense of belonging . Who wouldn't want that? Team culture is critical in ensuring that your team becomes strong. Don't let the culture develop by itself. Take a conscious part in building it, that way you have control over your destiny.

Step 1 is all about goals. Goals provide a sense of direction. It provides a sense of clarity and it provides a reason for existence. Just remember weak goals equals weak teams. So you want your goals to be compelling enough to entice people on to the journey that you are going on. What's really important is building that strong team vision. Now, if you haven't seen the previous video that we have made on that. You might want to check it out.

Now that you've got your goals, we need to talk about roles. What do your team members do. Do they know? Well if they don't, you better make sure that they do. The roles need to be clear, it needs to be within the grasp of the individual. Do they have the competencies and the ability to do the job that they are suppose to do. If they don't, well guess what? Some training and development is probably necessary.

You've got goals ,you've got roles. Now, just let your team get to work. Don't disturb them too much, allow them to get into the grind of things. You can start figuring out what works and what doesn't. Analyse them periodically, call for regular team meetings. Reflect on the progress so far, find out what are the bad behaviours, weed them out. Encourage the good ones so that they grow. Now, if you've done this, this is going to be the beginning of your journey so enjoy it.

What you could also do is to send us some feed back about how it went and who knows we might be able to give you some ideas.