

Week 40 Focus – Team Development – Building Your Team

Focus Question: What is going to help your team excel? What does building your team look like? When are you dedicating time to this process?

DESCRIPTION

Team development is a process. It is not something that happens overnight. It's not a one-off. Teams are like elephants – big and bold. They take time to move and shift.

Teams need several elements to perform at their peak. I commonly call these the Six Factors of high performing teams. From different research (Katzenbach and Smith, Hackman and Wageman, Carr and Peters) we know that teams require:

1. Shared purpose or mission (Your WHY)
2. Shared behavioral norms (How you do things? What is acceptable and unacceptable on the team?)
3. Shared commitment (What are team members committed to?)
4. Shared performance goals (How are people measured? How do your goals align? Overlap?)
5. Shared team practices (Teams that work together effectively share common practices such as a Monday morning huddle, a Thursday night out or some other regular event)
6. Clear roles (How our roles overlap, align and connect)



**"If everyone is moving forward together, then success will take care of itself."
- Henry Ford**

<https://www.potentialsrealized.com/teams-365-blog/teams365-307-revisiting-the-six-factors-of-high-performing-teams>

ACTIVITY

As a team, consider where you are on a scale of 1-10 (1 being low and 10 being high) around each of the Six Factors? What needs attention?

Be sure to schedule in time for your team development activities. (Note the S in activities. Team development is not just a one-off! It's a process.)

CONNECTION TO THE WORKBOOK AND PLANNER

Share resources with you team from the workbook plan. Could they benefit from having a copy themselves?