

Module 1 | SESSION 5

3 Practices of Every Great Team

Train people well enough so they can leave. Treat them well enough so they don't want to.
~ Richard Branson

We have been looking at the 3 essential attributes of **The Leader Worth Following...**

1. **Knowledge** (Competency, Expertise, Education, Experience) Relevant Competence
2. **Connection** (Relationship, Care, Support) WHO and WHAT matter most?

In this session, we are going to continue talking about Connection and look at 3 Practices of Every Great Team.

Team members bring their own ideas, experiences, education, and skills to the group to work toward common goals. So when a new member joins the team, the team and its culture changes.

Every addition (or replacement) of a team member changes the team and its culture – some slightly, others significantly.

To complicate matters, **it takes one to three years for a new team member to fully integrate with their team and effectively contribute to the team's shared goals.**

3 Practices for Every Great Team

1. Do you work with a _____ or a _____?
Most working groups truly believe that they are a real team. Yet most of these “teams” struggle because their leaders and members are not *functioning* as a real team.

10 Questions To Evaluate - Team or Family?

1. Are people strategically selected for each role or are roles created for people to move into?
2. Are team members encouraged to specialize in key areas or are their roles more generalized?

3. Is competition normal or is it discouraged?
 4. Is conflict productive or is it avoided?
 5. Are goals common or uncommon?
 6. Is performance primary or is it generally a non-issue?
 7. Is under-performance addressed or tolerated?
 8. Are expectations clear or often unspoken?
 9. Is feedback given freely or often withheld?
 10. Is measurement vital to the organization or is it absent?
2. How do you define _____?

When you clearly and specifically define success, you'll get better results.

3. What is the _____ _____?

9 Questions To Evaluate Team Culture:

1. Do team members value other's opinions?
2. Do they respect management and their peers?
3. Do they desire to see each other succeed, or are they jealous of another's accomplishments?
4. Do they have a genuine concern for each other?
5. Do they have and appreciate a sense of humor?
6. Do they work hard?

7. Do they have the freedom to participate in decisions, or do they wait to be told what to do?
8. Do they trust each other?
9. Does your team possess the experience, passion, and skill to do the job well?

Fast Action Steps

1. Review the 10 Questions To Evaluate - Team or Family? And answer each one. Do you work with a team or a family?

2. What does success look like for your team?

3. Review the 9 Questions To Evaluate Team Culture and answer each one. Do you work with a team or a family?