



Team Building – The Challenge:

"I am looking for ideas to build my team. Where do I begin?"

I recently saw a great movie, Return of The Titans. The film is set in Virginia in the late 60's and focuses on the building of an integrated football team. They had just begun bussing and for the first time, the African Americans and Caucasians were going to play together. In addition, the Caucasian coach was replaced by an African American, Denzel Washington. As I watched the segregation by color and whether you were on offense or defense, I thought of chemistry and biology, or quality and manufacturing or administration versus science. Watching the coach pull these strong individuals together as a team was a great demonstration of the principals we teach.

Step One: As a leader, always come from integrity. Don't promise more than you can deliver. Do what you say you will do. Be an example of the behaviors you would like to see in others.

Step Two: Get to know your team. Meet one on one. Learn about their past experiences, as well as, their goals moving forward. Many times people have held roles in the past that provide additional skills sets and an ability to contribute in ways that we didn't know they could.

Step Three: Understand their Myers-Briggs Type. Through this you can determine the best way to motivate and communicate and it can assist you in best utilizing their natural talents and abilities.

Step Four: Remember your team is in the "forming" stage of team development. It is critical that you provide a clear vision for the team's future, clearly articulate the team's goal and define the strategy for getting there. Begin to define roles and responsibilities. It is also a great time to establish a team code of conduct.

Step Five: Communicate, communicate, communicate. Make certain you check in on a regular basis to gain feedback on how things are going and to share any changes that may have occurred that impact your team's ability to perform.

Step Six: Celebrate the wins. Generate some success momentum and you will be amazed at the results.

Team Building Tip:

Identify an activity that your team can do together to let them get to know one another as "people". You might go on a hike together in the mountains, take a sea kayaking tour or prepare and consume a dinner together. It is important to begin building a foundation of trust at the very beginning of your teaming relationship.