

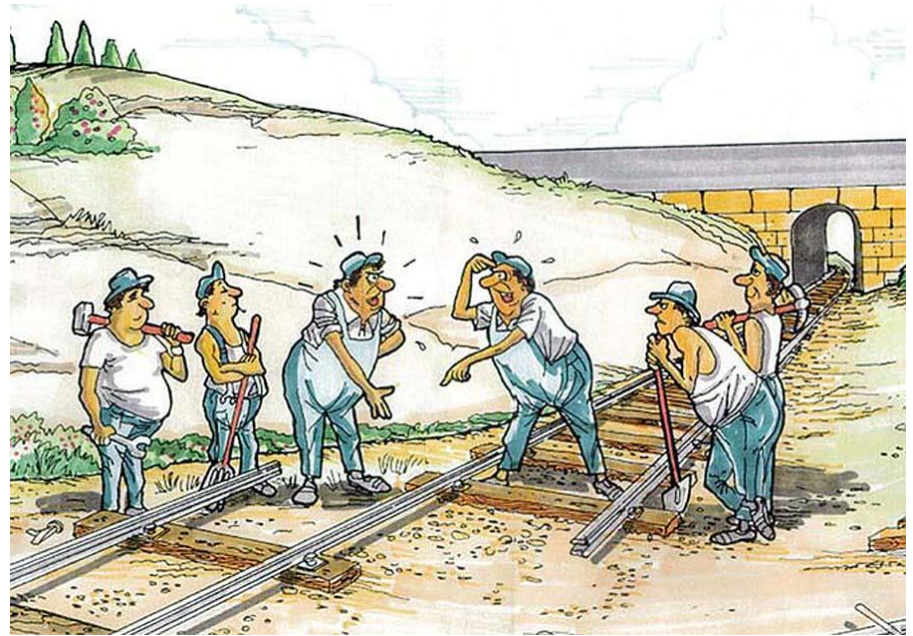
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# Leading Your Team

and making it even better

# Overview

Why teams matter.  
Research.  
Leadership activities +  
Responsibilities.



# Team Working Perspectives

Social  
Business  
History  
Research  
Dark side



# Defining Teamwork

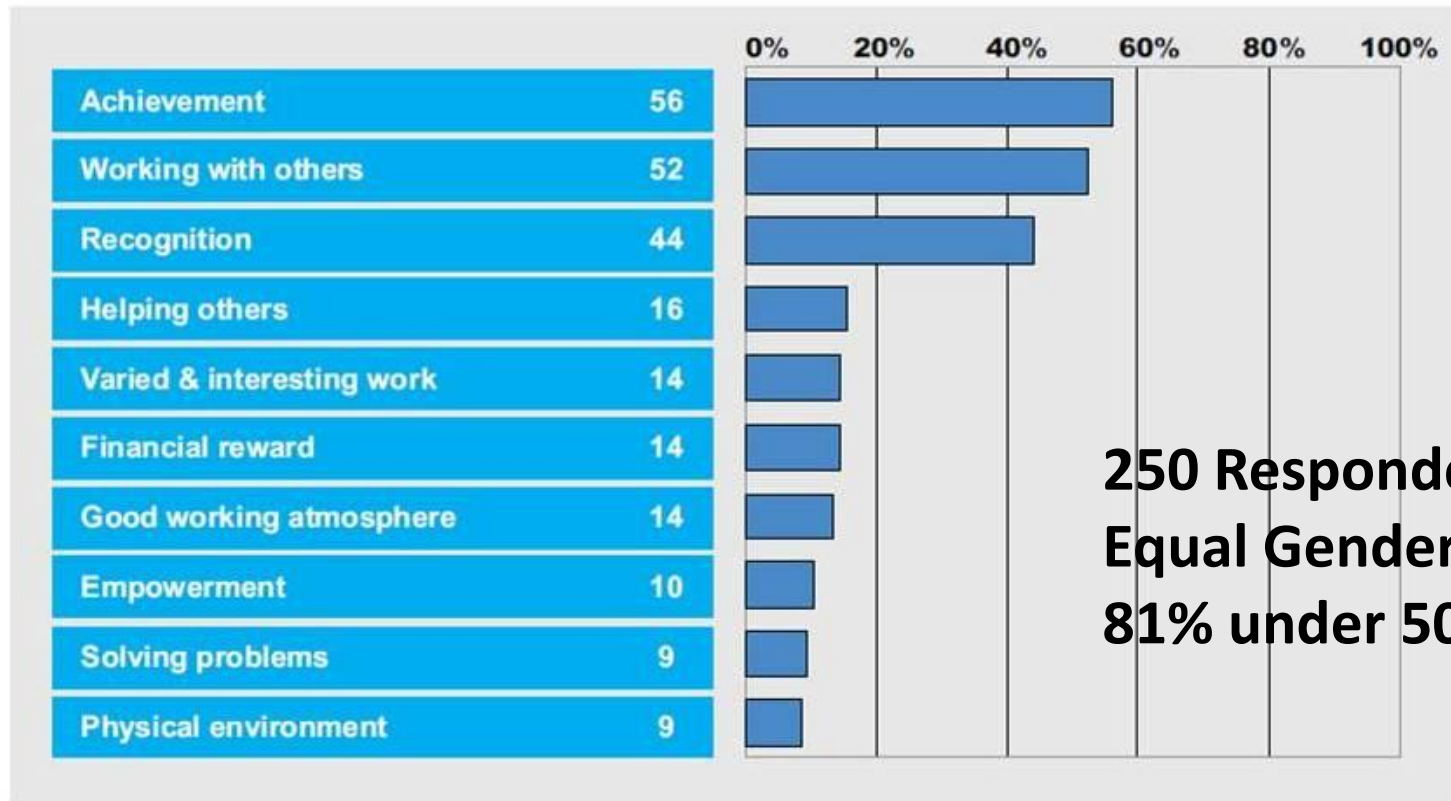
A real team is a group of people  
 With ongoing responsibility for all  
 aspects  
 of a product, service or process,  
 With complementary skills and multi-  
 functionality.





## motivation at work

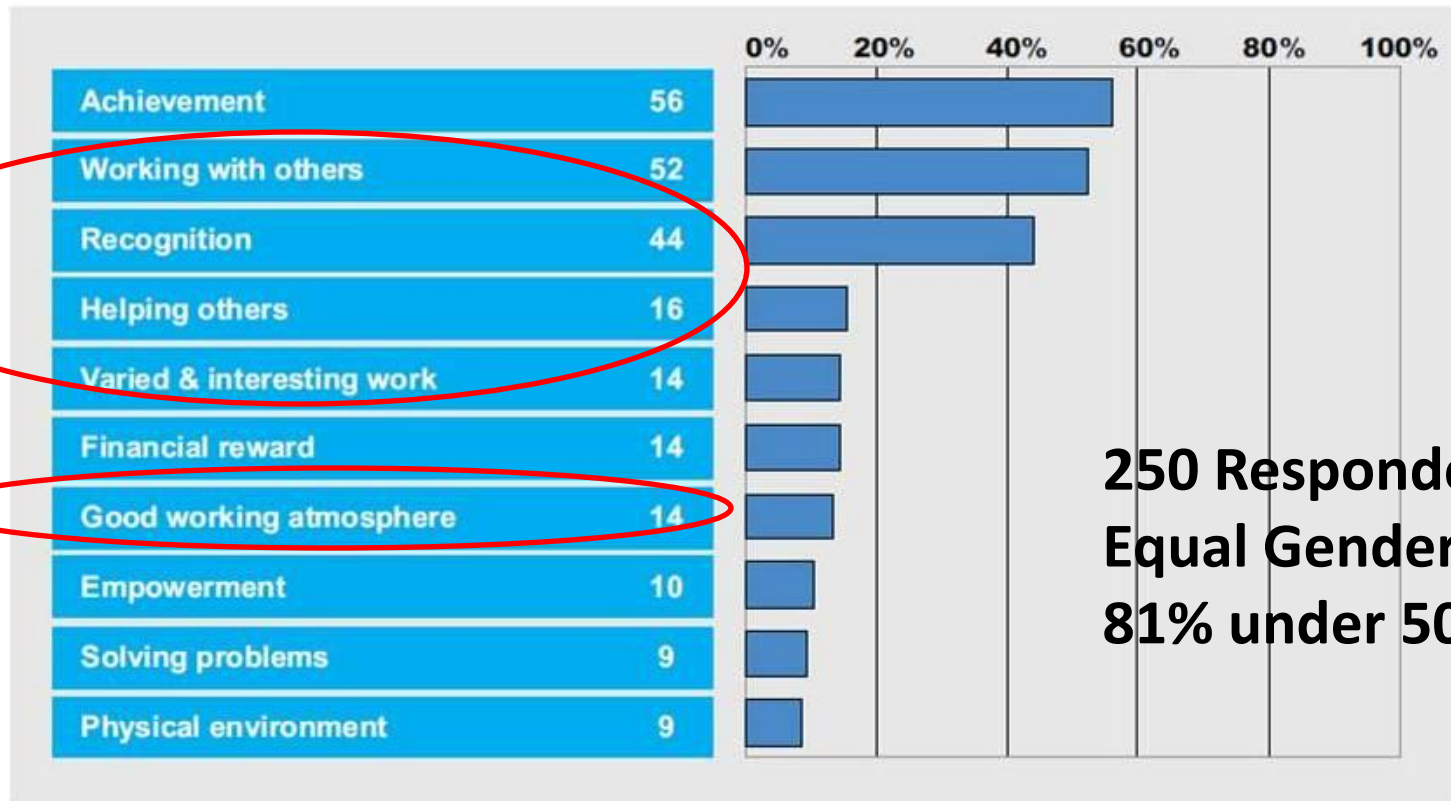
The Top 10 most common responses were:





## motivation at work

The Top 10 most common responses were:



**250 Respondents**  
**Equal Genders**  
**81% under 50**



# Leadership Activities

**1- Create a  
Team Vision**

**2-Identify Desired  
Characteristics**

**3- Audit The Team**

**4-Agree actions and  
Goals**

**5- Identify Required  
Change**

**6-Recognise and  
Coach**

**7-Review and  
Develop**

# The Positive Team

Identify the characteristics you would like to see in your team.

What can you do you encourage these characteristics?







# Characteristic Features Of Effective Teams

- Each team member brings out their best.
- Everyone identifies with the vision.
- Success criteria are shared.
- The team is focused on its results.
- Everyone is willing to change instantly.
- The team can overcome obstacles.
- Everyone possesses professional skills.
- Everyone has relational skills.
- The team is a 'we team'.
- Everyone learns and shares.
- The team leader is visible.
- The team leader helps everyone to achieve success.
- The team leader enjoys respect.
- Good performance is rewarded

# Team Characteristics

- Coordination
- Communication
- Cohesion
- Decision making
- Conflict management
- Social relationships
- Performance feedback

*Michen/Rodger*

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# Auditing the Team

- **Performance**

Financial / KPI's / Targets

- **Capability**

Resources / skills / Competence

- **Values**

Approach / Attitude / Thinking Style

- **Relationships**

Interactions / Atmosphere / Support

# Agree actions and goals

- Individual
- Team
- leadership



# Role Modelling

Survey Question	Average top 50 2010
Delivering on promises	74
Actions match words	76
Avoiding favouritism	68



CURTIS, WESLEY  
 "MR. SCOURFRASE"  
 23rd  
 53/488  
 5/21/10-010

# Recognise and Coach

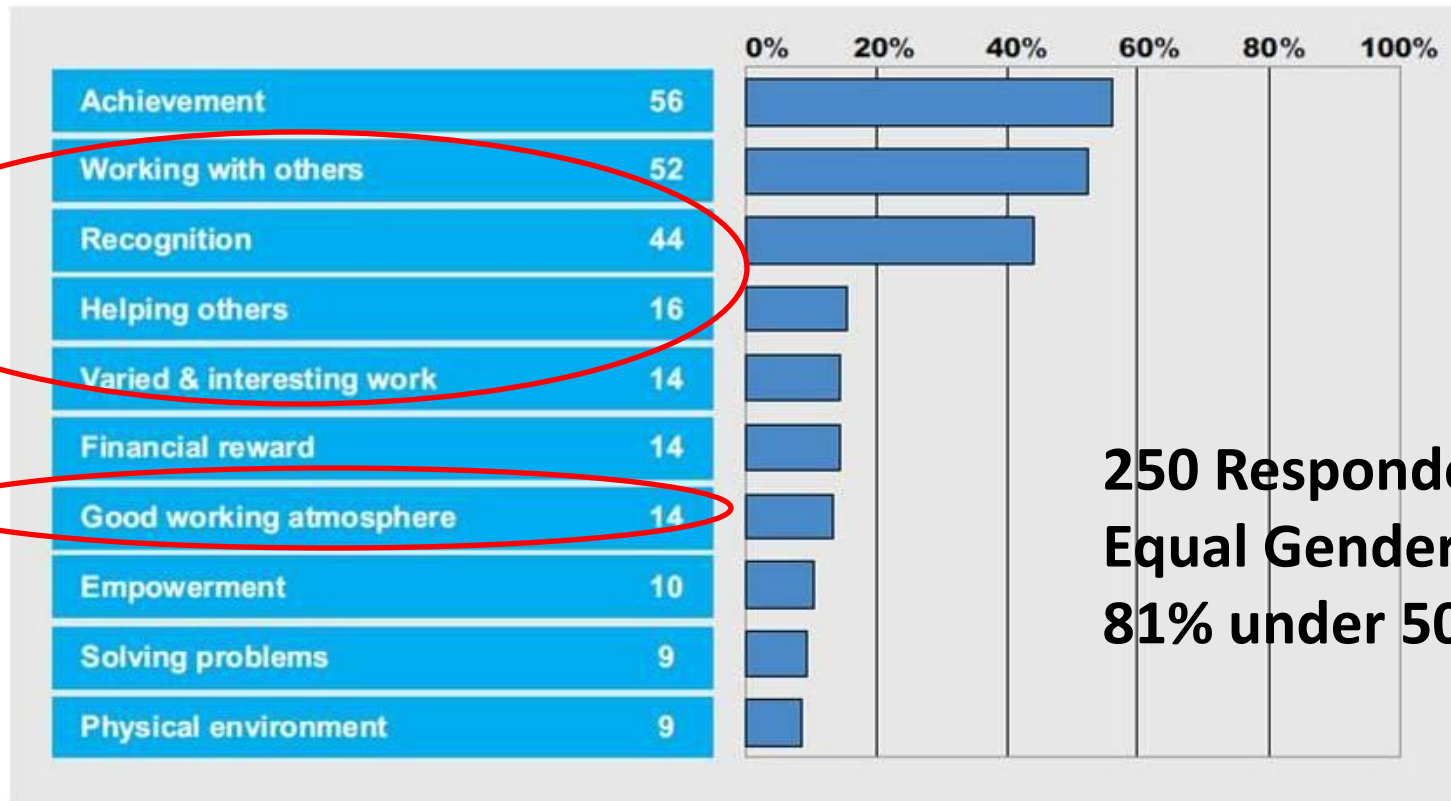


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# Recognition

Survey Question	Average top 50 2010
We all have the opportunity for special recognition	74
Management shows its appreciation for good work	76