Six ways to achieve team effectiveness, engagement and high performance

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Collaborate

- Not everyone knows how to collaborate, so adopting collaboration as a team value and upskilling your team in it is the first step. The ideal way to do this is to **identify the team's working preferences** which will help you create guidelines for working together.

- **Invite co-creation** within the team - be transparent and encourage open communication.

- Clearly defining the **team's purpose** will assist the team in collaborating and aligning with organisational objectives.

- Establish a sense of community through **team bonding activities** - it will help you celebrate achievements together and create a supportive environment.

Calibrate

- Team calibration involves **aligning the team's understanding of goals and purpose**.

- Understand each other's **key strengths and work preferences** which helps foster an appreciation of collective skills.

- **Practice more frequent conversations and interaction** with your team. This helps recognise top performers and gives a real-time view of employee contributions and team calibration which, as a leader, you can positively act upon.

- Customise calibration activities to the needs of your team. Conducting **daily or weekly check-ins** will enable you to understand any blockages which are getting in the way of team calibration.

Align

- Make clear communication and transparency another core team value and **set clear goals** for your team using 'Objectives and Key Results' (OKR's).

- Establish a clear goal (objective) and the metrics (key results) that will measure that goal's success. Company and team OKRs empower managers to set goals together with their teams and individual goals for every team member, creating an aligned team that is better equipped to achieve wide-ranging business goals.

- Hold **quarterly strategy meetings** to clearly show the connection and progress between organisational, team, and individual goals.

- **Take 'time-out'** one-on-one to discuss alignment with individual team members.
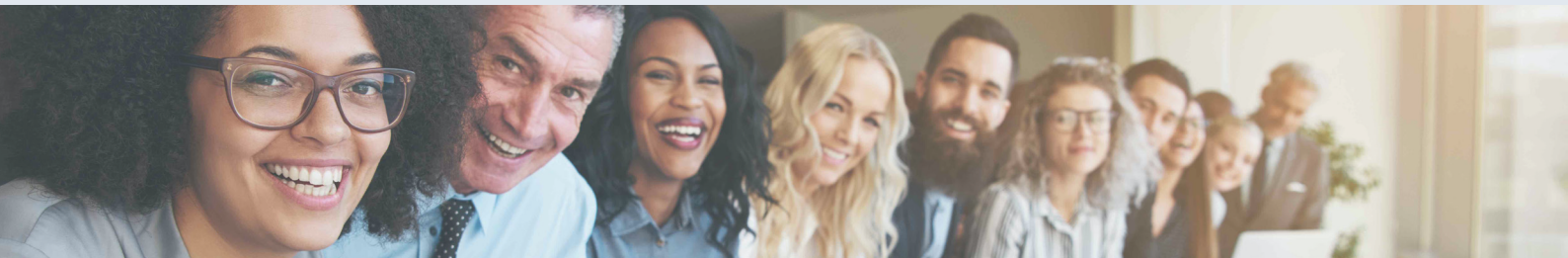
Success

- Setting **expectations and individual goals** from day one provides your team with a structure and purpose – in our experience this increases engagement, motivation, and productivity.

- **Give authentic recognition for team accomplishments**, and at every team touchpoint that you can – this is always best delivered in the moment it happens. Not everyone likes being in the limelight, but again in our experience, recognising success, leads to more success.

- **Support and promote individual professional development** - encouraging your employees to continue their education and bolster their skills can be an advantage to your organisation and drive workplace productivity.

- **Embrace diversity** – be constantly aware of how all people are treated within your work environment and address inequality immediately. Leaders must regularly engage and acknowledge each person and their value through verbal and nonverbal means.

Lead

- **Be an active listener.** Effective communication includes listening rather than speaking so you can make informed decisions through considering other views.

- **Clear and strong communication skills.** Allow leaders to clearly outline their visions in a way that inspires and empowers the people around them. Why not introduce a weekly communication process highlighting the successes of the previous week?

- **Be accountable.** Show that you can accept praise and criticism – this shows balance as a leader. Solicit feedback at every opportunity and act on any areas that stand in the way of the team success.

- **Remain authentic.** Consider what qualities you value most and discuss these regularly with your team – this shows that you are open and conscious about your own values.

- **Practice conscious leadership.** Conscious leaders operate from their heart, lead with transparency, and are committed to their own growth to expand their self-awareness and ability to serve. Show up authentically, be quick to respond, and make aligned decisions. Ask yourself, what kind of organisation do I want to create? what kind of team do I want to be in? what's my role in creating this?

Perform

- **Delegate** to nurture team performance and show trust in team abilities. Clearly articulate the desired outcome to ensure alignment.

- **Make decisions together.** Inviting team members to participate in the decision-making process can lead to innovative solutions you may not have devised yourself.

- Solicit regular **individual and team feedback.** Ensure it's authentic and it's done with a 'self-improvement' outcome in mind.

- Regularly give **informal, constructive comments** to your team to ensure that good performance in constantly recognised.

- Ask your team to individually write down what they believe to be the **behaviours/attitudes/beliefs** that illustrate your team when it is at its best. Capture the ones that are most common and place these around your office as these are what drive your team culture. This makes them more powerful because they have been decided on by the team.

If you're looking to build engaged, motivated high-performing teams focused on results, and would like to learn more about how you could benefit from our experience, we're always happy to share a no-obligation conversation.

You can contact us by email at info@tmsdi.com or call a member of our team on 01904 464515.

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