



How to build a great team

A great team doesn't just happen; a great team is built by a good leader with clear objectives and the ability to focus on success.

Avoid Cloning

There can be a temptation when building a team for the leader to recruit similar people. A good, well functioning team gathers its strength from the various talents of the team members with their relevant backgrounds, knowledge and skills. So why do bosses so often recruit people who are like themselves? Maybe they just feel more comfortable with their 'own sort' but whatever motivates them, they face the danger of duplicating problems as well as missing out on a wealth of experience and original thinking.

Team or Task Objectives

To help a team function with focus and purpose requires the establishment of prime objectives that are communicated to every team member so that they can focus on the outcome, have clear individual roles, deadlines and anticipate successful results. A team focusing on clear direction with team members doing, what they individually do well, contributes to the success and growth of the business.

The Leader

Someone needs to lead the team. This person must have clear vision, strength, fairness and the ability to motivate, coach and encourage. Unfortunately, such wonderful individuals sometimes need some help to be absolutely perfect. Even a well focused boss has room for improvement. Many directors and managers start their careers as experts in their field. They often start a business or are promoted based on their expertise and not their ability to manage or build a successful team.

Share with the team

There is no point building a team and then not using their skills. Encourage them to give you their ideas and views and share everything relevant with them. Ask them to be straightforward and direct and to give you their honest opinion and in turn give them respect and trust.

You need individuals with their own specialism, with experience gained elsewhere, with knowledge and the courage to tell you the truth.

For more information or to arrange a meeting contact Janet on 017984 600295 or email janet@thetrainingmanager.com