

10 Secrets Of Maintaining A High Performing Team – After The Workshop Has Worn Off!

- 1. Start with the individual for self-management.*** Learn about yourself as a team member and learn about those around you. This will expand your framework of acceptable behaviors and norms in a team.
- 2. Create an environment to foster team accountability, innovation, and risk taking.*** The manager or team lead of a high performance team can provide the greatest element of a team's success: a trust-based environment. Let teams grow, innovate, experiment and adjust.
- 3. Learn the levels of team operation:*** Areas of team operation such as Administrative, Intellectual, Problem Solving and Decision Making, are some of the roles each member must take on for a smooth running team. Teams function at a number of levels simultaneously and all of them must gel.
- 4. Rotate levels.*** Performing one role over and over can create complacency and boredom. Mix the roles of each team member at least on a quarterly basis.
- 5. Select team members carefully.*** Choose members based on at least one of three criteria: Job Knowledge and Experience, Natural Approach to Decision Making, or Natural Approach to Team Role Behavior.
- 6. Get out of the Office!*** Plan your work and work your plan is not new. But take the team and take the time to do the planning and do it away from distractions. There are always volunteers who will “mind the shop”. Ask for their help.
- 7. Share knowledge.*** Share the vision, share the mission, share what works and share what doesn't. Continual sharing of information is as much a learning tool as any structured course or program.
- 8. Share leadership.*** There are dimensions to leadership and we each have natural tendencies towards them differently. Learn these dimensions and how to apply and share them within the team.
- 9. Set Expectations.*** People have expectations, teams have expectations, department have expectations, and companies have expectations. Learn how to communicate them, synchronize and adjust.
- 10. Measure.*** Define the outcomes and what success looks like. Set acceptable standards and performance criteria as a team, not through top-down direction. Create milestones to collect information and test for on-target projections. Celebrate successes along the way!



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