

KEY LEADERSHIP SKILLS FOR EFFECTIVE TEAM-BUILDING



A SKILLED LEADER...UNITES TEAMS WITH A "WHY"

- Works with team members (individually and collectively) to identify clear goals. This creates a unifying purpose.
- Ties work tasks consistently back to the "why."



...MOVES FROM "ME" TO "WE"

- Recognizes and celebrates team successes, not just individual accomplishments
- Promotes a sense of belonging by saying, "We did it," "We will meet this challenge together," "Our objectives are...", etc.



...CREATES THE RIGHT MIX

- Analyzes team tasks and deliverables; then creates a team with complimentary expertise & skills to do the work
- Leverages each team member's unique background and perspective to facilitate team productivity and success



...COMMUNICATES

- Spends time getting to know their people: their personal interests, professional aspirations, and important challenges
- Keeps two-way communication lines open, especially during crisis and change



...BUILDS TEAM SPIRIT

- Prioritizes social connection and plan social gatherings
- Monitors and publicizes every team win
 - Strengthens trust through mutual accountability

