

The 5 C's of Team Success

4. Promote Communication – If you want people to feel that they're part of a team, then they need to be informed. Therefore, make sure everyone knows what's going on that week, that month, or for that next project. Proper communication ensures that everyone is on the same page and working for the same goals. To encourage communication, have short meetings to bring everyone up to date. If possible, keep meetings to no longer than twenty minutes. Long meetings drain everyone's energy and tax their attention spans. During these short meetings, make sure everyone has an opportunity to speak. This does not mean that you force everyone to speak; simply make it known that everyone has the opportunity to offer their perspective or voice their concerns.

5. Offer Continuous Coaching – When you coach people, either within departmental guidelines or within their particular job duties, you send a message that says, "You're important." Additionally, if someone has been at the company for a long time, you could coach that person for the future position he or she wants. Your team needs to know that coaching is available and that you promote from within. Why? Because people are willing to do more when they know training opportunities are available and that there's room for advancement. Coaching creates a positive outlook for the team and your guidance helps your team meet goals. The more you train or coach people, the more they'll meet goals and seek out more challenging assignments.

Team Success Starts with You

No matter how large or small your team is, realize that teamwork rarely happens overnight. That's why you need to consistently lead by example. That is, if you want to instill teamwork, you need to be willing to do whatever task you're asking your staff to do. You also need to focus on the positive things people do to encourage more of it. So do the right things and acknowledge when others do things right. Before you know it, you'll have a winning team that seamlessly works together, achieving amazing results that propel the company forward..



About the Author:

Paul Rutter is the founder and owner of Smooth Sailing Communication, Inc., a unique consultancy focusing on corporate training and executive coaching. After 15 years as a cruise director on some of the world's largest cruise ships, Paul now lends his knowledge and insight to companies across the nation and helps them to apply creative solutions to everyday problems. For more information about Paul's consulting, please visit www.SmoothSailingCommunication.com or email: paul@smoothsailingcommunication.com

