



# Building a Great Team

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Unlocking the possibility, potential and purpose of a team of like-minded individuals committed not only to growing themselves but to growing each other.



The most essential factor to creating great teams who deliver results and become unstoppable is **picking the RIGHT team members**. 95% is selection. WHO are you looking for, WHY and HOW to lead them.

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**TEAM WORK** - create a fully engaged, aligned and passionately motivated team who becomes unstoppable.

**PERFORMANCE** - Driving high-performance and retaining your A players. Do this and they will never leave you.

- ✓ You must keep the top 10% of talent happy so that they will stay, grow and nurture the others. Also, it shows the others that hard work will pay off.
  - ✓ Make sure you are putting the best people in the company on the most important, critical projects in the company.
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The idea of being able to mobilize a group of people around a set of values, and mission that drives the enterprise to new levels. **To make ordinary people do extraordinary things**. To give them the tools to build a great team.

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***A manager grows from the reflected glory of what their people do. They will build great teams, hire the best people and let the results speak for themselves.***

**Work together to accomplish feats that seem unimaginable and impossible.** Imagine if your team worked together so well that your organization's productivity, output, revenue and profit went up by 71%. All the while everyone is actually working less, with less stress and strain.



**People want to belong, to be a part of a team.** It gives them a sense of purpose, where they can be a part of something bigger than themselves.

- ✓ Most people perform to their greater potential when they are on a team. They rise to meet the expectations of the team. If on their own, they would not push themselves so hard and they wouldn't go so far.
- ✓ People do more, for the recognition of others than for their own personal satisfaction.
- ✓ A team environment is a powerful force for drawing the best of our individual potential of achievement.



**As leaders, it is our job to cast the Big Vision** and enroll others to share in that vision. We need to help one and other to offer encouragement and support, as the success of the individual creates the inspiration of the team behind.



- ✓ Listening to others- creating a "learning environment".
- ✓ Knowing you don't have all the answers all the time.
- ✓ Always searching. You have to find a "**better way, everyday**".
- ✓ Always challenge yourself to get enough input, listen to enough options... understand where you are going.

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***You need every brain in the game. Don't come with the answers, come with the questions to get every person's input to get the answer.***

### ***Teamwork blows out talent!***

Individual ego can sabotage the greatness of a team and breaks the harmony and synergy of a team. No one member of the team should be taking the headwind all the time. Don't hog the leadership ball!



As a leader, we need to recognize the other leaders on the team who want to share the burden and take the team to a higher level not yet obtained. True leadership is to know when to step aside and let others lead, then stand by that new leader and offer support and encouragement.

- ✓ How often do we encourage our leaders from behind? Like the chatter of a baseball team for the pitcher on the mound or the batter at the plate.
- ✓ Do we stand by our people when they are in need? Being part of a team is being there in good times and in bad.
- ✓ Eyes open, ears open, wanting to learn from everyone... everyone is doing something on the job better than you are. Your job is to find out, or think about what that might be and do it.



***A lack of these key ingredients can lead to dysfunction, destruction, and distraction on your team...***

***The two most important ingredients for building high performance teams are:***

**1. TRUST** - you do not need to like each other, but you do need to trust each other to form the cohesion and solidarity needed for high performance.

- ✓ Share the good the bad and the ugly of the company. Become transparent about how information is shared and communicated.
- ✓ Things that foster trust are transparency, honesty, vulnerability and complete integrity.
- ✓ People's IQ seems to double as soon as you give them responsibility and indicate that you trust them.



## **How do you demonstrate trust to your team?**

- ✓ Give others more responsibility and decision-making power without micro-managing and approvals. Train and then trust...let them lead.
- ✓ Show your vulnerability and be open and honest about your own fears, failures and shortcomings. People relate more with your struggles than with your successes.
- ✓ Cut out the cancer within your team- gossip, negative talk, the meeting after the meeting, separate alliances within the team.
- ✓ Be worthy- to be trusted, you first must be trust-worthy. Do what you say you will do, deliver on your promises, be the example you want others to follow.
- ✓ Treat your people with dignity- "Every voice in the game"...show you care about their thoughts.

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***In the workplace, there's a tendency to neglect the most important human need we all have, and when it's not fulfilled, leaders end up losing their best people and breaking up great teams.***

**2. APPRECIATION** - Feeling valued and significant... meaning in our life.

- ✓ People have different ways of feeling valued.
- ✓ Ask them how they want to be felt appreciated.
- ✓ Ask how they have felt appreciated in the past and what they would look for from you.



The idea that knowledge is power is over. The idea of I know more than you do is gone. You have to gain respect of those we lead and our customers. You must have a purpose behind the mission they are on. Where are we going? Why are we going there? What's in it for everyone once we get there? How well we do will benefit each individual's lives.

***All for one and one for all... knotted together to succeed!***



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What's your Big Vision? Let me know at [Bob@YourBigVision.com](mailto:Bob@YourBigVision.com) and let's put together your team that is not only committed to personal excellence, but also passionately motivated to become unstoppable, to create the business of Your Big Vision...and beyond!

Your vision is our mission.