
The Mathis Group's

Messenger

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Unifying Your Team Without The Fireworks

Unifying a team is hard, and sometimes everything you try just does not work. Supervisors may fight the team because they feel like they no longer have all the power. Workers clash because they do not want to upset a co-worker or they simply do not feel like it is their job to hold each other accountable. All of these scenarios cause tension and stress. In order to have an effective team, everyone needs to be on the same page. We will discuss some simple strategies that will help unify your team.

Mission Statement

Creating a mission statement directs your team to the key areas in which they will focus. A mission statement is a long-term vision of what your team wants to accomplish. It should answer the following questions: *What* is the purpose of the team? (services, wants, products or customer needs) *Who* is the team *for*? (customers, clients or target group) *How* will we accomplish our goals? (activities, approaches or methods) *Why* was the team created? (purpose and values)

Strategic Goals

Setting goals is another way to maintain the focus of your team. Goals give you achievable milemarkers in which to strive. Goals must:

- Be crystal clear
- Not conflict
- Have quantitative and/or qualitative measurements
- Be monitored

Strategic Focus

There are three main focuses that your team will possess. The focus you choose will affect your mission statement and your goals. The three focuses are: maintenance, limited, and aggressive. The maintenance focus is content to stay the way they have always been. They see no reason to change. The limited focus dwells on what they do not have. They say "What can we do? We have no money, power, time, products, etc." The aggressive focus aims at ways they can improve. They want to be bigger, better, faster, more productive, etc.



In order to be successful, managers must be willing to share power and responsibility. Some managers have trouble delegating, but to have an effective team every member must be utilized. Managers must also be willing to encourage a coaching atmosphere. Team members will flourish when they feel like they are supported and mentored by upper management. Having a praise and reward system will also promote harder and more productive work.

Understanding what teamwork is will allow your team members to work together in the best possible manner.

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You have to be a player to get into the game.
Katha Pollitt
Writer

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The following guidelines are imperative for worthwhile teams:

- Structure and interdependence between team
- Teams solve problems as a unit
- Team goals, vision, mission are clear
- Team members are independent thinkers but team players
- Communication is open and freely given
- Teams work through team conflict

What exactly does working as a team mean? When working as a team, the manager will facilitate instead of giving orders, gather group input for problem solving, reach a consensus for decision making, and hold each other accountable. Another factor in building a team is that everyone trusts each other. Trust can be very difficult to achieve; however, there are ways to aid in it:

- Include everyone in discussions
- Give credit to team rather than individuals
- Allow for equal participation
- Be open to ideas of others
- Be helpful to one another

Team leaders also play a vital role in building trust. The leader should direct the team to keep priorities straight, be an example, increase self esteem, motivate with a can-do attitude, and teach others to solve problems. Building trust can be accomplished if everyone is committed to doing their part.

Each member of the team has responsibilities he or she must perform in order for team success. Each team member must: participate, be an independent thinker and a team player, and support the team decisions. The team leader's role is to facilitate, train, counsel, encourage, and confront each team member as necessary. The leader, who also acts as the team's coach, should communicate information, be a resources finder, assist in training, and encourage the team.



If everyone does their part, your team will be successful on the project at hand. Developing a mission statement, goals, and focus, as well as, building trust and maintaining your responsibilities will pull your team together to complete the task effectively and efficiently with fewer fireworks and explosions.

The Mathis
Group wishes you
a fun and safe
4th of July!





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