

## Note di management n° 49

### **Building High Performance Teams 5 Ideas For Building High Performance Teams !**

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#### **What is a high-performing team?**

It's a team that exceeds the goals you set by working hard and smart as a group, not individuals. It's a team that enjoys working together. Most teams do not reach the high-performing stage. That is why they are so special when you finally achieve this feat. You can help a team reach a high-performing state with a number of basic steps.

#### **1. Plan What the Team Will Look Like**

Before you bring on your first person, you need to document what it is that your team has to achieve and by when. This can be done through a project charter or another document that details what the team will achieve together.

But don't stop there. Think about the team culture you want to build, the dynamics of your team and how they should work together.

#### **2. Add the Right People**

Building the right team is harder than it looks. It's easy to recruit the wrong person, and it's even easier to build a team that doesn't perform well. Often you cannot pick and choose each team member. When you can, choose candidates that fit the job description, align with your personal vision for how the team will work together and want to work in a culture that depicts your vision

#### **3. Create a Team Culture**

If you've hired like-minded people, get them working together on tasks. Constantly change the people you pair up, so that people get to know others in the team. Strengthen the relationship between the team and your customers. Find opportunities to get the team socializing together.



#### **4. Motivate the Team - and Yourself**

A happy motivated team will always out-perform an unhappy unmotivated one. And it starts with you. Are you happy and motivated? Your motivation will rub off on your team. If you are motivated, focus on motivating your team. Use team building and group rallying exercises to get them pumped up. Tell them how proud you are to work with them. Help them understand why the goals are important and how every team member contributes to them.

#### **Step 5. Recognize Accomplishments**

People respond positively to positive behavior. So you need to constantly recognize achievement when it's due. Tell the team about an individual's success. Make them feel proud. Spread the love—don't focus on one team or person too frequently.

If you plan for success, recruit a great team, build a positive culture, motivate the team and recognize achievement, you'll build a healthy project team and boost your chances of success!

*Roma, novembre 2017*