



# The Basics of: Building Teams That Work

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A: Purpose, goals, shared passions

Q: What brings teams together?



# What brings teams together?

## For the Team

- A common purpose / mission
- Set goals / outcomes
- Shared passions
- Know the strengths of team members
- Analyze the team needs (gap analysis)
- Celebrating results

## For the Individual

- Clear understanding of the team prior to joining
- Feeling of participation and inclusion
- A place where the individuals skills are utilized
- Providing a service to others



# 7 Traits of Effective Teams

1. Strong Leadership (and delegation)
2. Trust
3. Respect
4. Unity
5. Complimentary skills
6. Open communication
7. Lack of Selfishness



# Some others...?

- Accountability
- Work that fits abilities
- Learning
- Rewards



# Get to Know Each Other

- Be open
- Share passions
- Understand skill sets
  - Strengths and weaknesses!
- Ask “if you could write your perfect job description what would it include?”
- Pray together for unity, vision and direction



# Develop a Plan

1. Mission
2. Purpose
3. Goals & Objectives
4. Roles & Responsibilities
5. Operating guidelines
6. Communication format
7. Documentation plan



# Evaluate Often

- Is the team meeting its intended purpose?
- Are set goals being achieved?
- Are people on the team challenged?
- Are they in the right roles?
- What's working well?
- What needs to improve?
- How will you make changes?



“What is needed is not well-balanced individuals; but individuals who balance well with each other.”

-Dr. Meridith Belbin

“Nobody’s perfect, but a team can be.”

-Dr. David Marriott