

# STRUCTURE

## CREATING STRONG TEAMS

Building a strong team is hard. Being the leader of that team is even harder. Below are four items that ALL members of a team should consider and implement as a form of structure for team success.

**Encourage team members to problem solve.** Team members must learn that they are active players who focus on getting things done correctly and efficiently. This means that leaders must help the team articulate issues; stay focused on the problem, not personalities; and find a common language to deal with change.

**Encourage team members to be learners.** Leaders need to create a work culture where team members share expertise, train new hires, cross train, and, ultimately, understand that continuous learning is an organizational value.

**Encourage team members to be contributors.** This means that the leader will have to nurture a team environment that builds the confidence and trust levels of team members. Team members must believe that they can express diverse opinions without reprisal; that they can make mistakes without feeling diminished; and that they will be valued for their achievements.

**Encourage team members to communicate with one another.** Team members must first learn that open communication is valued and then they must be given a forum for constructive communication. They need to understand that they must take the responsibility to communicate to get things done, improve procedures, work out issues, and deal with changing conditions.

## 4 E's to Build a Strong Team

### Expectations

Is your message clear?

### Equipping

Does your team have the tools they need?

### Encouragement

Are you fuelling champions?

### Evaluation

Did you reach your expectations?



## Questions to ponder:

- 1 Looking at the above list, what area do you feel as if your team needs to focus on?
- 2 In light of Gentle Teaching, how does implementing these team elements take us one step closer to creating a Culture of Gentleness?
- 3 As your team is strengthened, what do you see as potential effects on the individual you serve?