Unlock your team’s potential

In today's complex and fast-paced business environment, the performance of workplace teams is more important than ever. But calling a group a team doesn’t make it one. Successful teams need to be developed. And that takes training.

What are some of the characteristics of successful, high performance teams?

Teams often require a change of thinking and attitude. They challenge the culture of individualism. Good teamwork is about synergy; that is, together the team can accomplish more than the sum of the individual parts. Different people have different skills, talents, and abilities. Working together they can accomplish much more than they could as separate individuals. (It makes no sense for a cricket team to pick 11 fast bowlers!)

Of course, it’s easy to say people will achieve more when they work together, and of course we all want that. The problem is “working together” is just as much a skill as any individual contribution. “Working together” requires more than just acknowledging or even understanding that people are different from each other. It requires us to respect and value those differences.

Research into hundreds of teams in many circumstances reports the most commonly identified quality necessary for a successful, high-performing team is “mutual respect and cooperation”. Truly exceptional teams that produce outstanding outcomes demonstrate one additional feature: the level of personal commitment team members have for one another—in particular, one another’s growth and success.

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