

# Team Building

Following is a list that should aid you to build an effective team within your business:

## **(1) Provide Feedback to Employees**

Share your goals, strategy and plans for the future. Ask for suggestions on how to achieve the goals. Try to explain how the business is doing financially. The more your employees know about the business:

- The less they have to guess
- The more they feel part of the team
- The more influential and respected they feel
- The more they want to do a good job
- The more they feel you have an interest in their welfare
- And, consequently, the more identified they are with you and the business.

## **(2) How Employees See You and the Firm**

Take a look at your management style. Have you created an atmosphere that is conducive to teamwork? If you don't know the answer to this, consider hiring someone to conduct an employee survey.

## **(3) Team Problem Solving**

Do you feel comfortable asking for your employees' input in the problem solving process? If you do, then the message has to be communicated that the team is expected to solve its work-related problems and not wait for you to do it. This does require some training in problem-solving so that employees have a structure within which to operate.

## **(4) Employee Decision Making**

A significant way to establish a winning team is to give your employees the authority to make decisions.

## **(5) New Employees**

How would you feel if you were suddenly told to work side by side with somebody you haven't met? Employees feel the same way as you would or do. To enhance the functioning of teams it is very important that employees have input into the hiring process, be it screening a host of candidates, interviewing prospects, finding them in the first place, etc.

## For More Information

**Book:** Team Building: An Exercise in Leadership

Robert B. Maddux