

# The Seedling Sheet



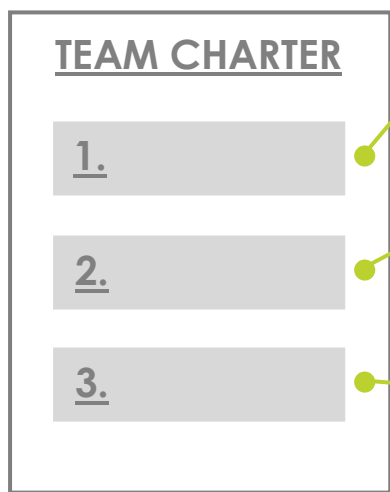
## 09: Creating Hot Teams

### The Essentials

Do your teams sizzle with excellence? Do your teams work well together, understanding each person's strengths and weaknesses and working toward a common goal? Creating hot teams is about creating solid foundations from which the team can grow and flourish. Spending a little time uncovering each individual's thinking and communicating styles can ensure that the team engage fully with each other and communication happens with ease. Working with the team to establish a collective working methodology and defining very clearly each person's roles can prevent bottle necks and conflict. And setting very clear goals, both in terms of contributing to the business strategy and how the team should act and perform, can motivate the team to achieve great things.

### If you do one thing about creating great teams...

...then spend time with the team to create a Team Charter. A Team Charter, in its simplest form, covers three key areas that contribute to making a hot team, and should be drawn up with input from the entire team.



**1. Team Vision:** What is the vision for this team? Is it to be the most profitable in the business? The best at Customer Service? The most charitable? It can be highly motivating to set an over-arching intent for a team to create cohesion and promote a shared, owned goal that has resonance for everyone.

**2. Team Values:** What are the values and behaviours that the team all agree to abiding by? What values can help people make decisions and do their jobs well? What behaviours does the team want to encourage and discourage? This will be critical in how well a team bonds and works.

**3. Team goals.** What are the business goals that the team must work to achieve? These will be defined by senior management in order to deliver the overall business strategy, but it is essential that they are communicated clearly and discussed within the team, so that everyone is clear on how they contribute to success and how it will be measured.

### Want to know more?

The Business Allotment can help you create hot teams that perform consistently well with ease. The fast-paced, 2 hour **Creating Hot Teams** module is packed full of original content and tools that will bring greater understanding of how the team should best work together and help start them to deliver consistently great performance.

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