

Keep your DREAM TEAM on track



You've worked hard to get the right people on board; now make sure you keep them thriving...

If you're a business owner chances are that either you or someone you know will have had a bad "people experience" – perhaps a business partnership that ended in tears or a hire that has gone horribly wrong. As a result you may be wary of going the people route at all. And, while the pitfalls are many and building a team isn't easy, it's essential for business growth.

Over the last few issues, we have looked at what it takes to build an effective team; including what you as the leader need to do, how to work towards common goals, how to make sure you're all on the same page when it comes to the rules and consequences of poor and exceptional behaviour, what goes into a good team plan, and factors that can hold your team back. In this final article in the series, we look at cultivating a culture that encourages engagement and deselects those who won't or don't. Because nothing is more demoralising to high performance teams than when individuals don't or won't pull their weight, and nothing is done about it. This encourages mediocrity and disengagement and will see the team lose respect for whoever is in charge – death knells to any good business.

Invest in a roadmap

It's your "job" as the owner to decide where the business is going; why and what things will look like (the vision); what your non-negotiable, committed to-dos will be to ensure you get to this vision (your how or your mission); and finally your business values that outsiders should see in everything you do – on the production floor, in a recruitment interview, during a supplier phone call and even in that email to your bank... You'll find plenty of inspiration online.