

# » High Performing Teams



We count on teams in our organizations to get work done and achieve better results than individuals could do working on their own. We all know it when the team isn't working - in-fighting, lack of focus on results, duplication of work, inability to tackle tough issues, and/or mediocre performance. Hopefully this doesn't describe your team!!

Research says that something can be done not only to create successful teams, but to fix ones that aren't working. According to a study done by the University of Central Florida, 3 factors for successful team development activities were identified.

1. Intervention must match the teams needs.
2. Know when to use team building vs. team training.
3. Use the science and research that exist to design your efforts at team development.

So if there is science that points to the great impact that teams have on organizations and how to create great teams, why don't we have more high performing teams in our organizations? First off, leaders are busy!! Second – lots of leaders haven't been trained in team building techniques.

Many leaders don't lead, they "do". With low spans of control, a leader's job tends to be more like that of an individual contributor vs. leading a group of people to great results. Many leaders focus on the results part of their job – *what* they get done. Nothing wrong with that, but a leader also needs to focus on *how* their team gets the results done. Great teams trust each other and have safe environments to contribute. They engage in constructive conflict, they commit to the goals of the group, hold each other accountable and get results.

Check out *There's a Science for That* in the Resource Link for more information.

Resource Link: 

