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Week 20 Focus: Developing a Strong Team Culture

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Description

Our team culture (as I have written in other Teams365 posts) is WHO we are and HOW we do things. It consists of our norms, our Team Charter or Agreements on how we do things, what's acceptable and what's not. A large part of our work at Potentials Realized is in support of team development. We work with teams who are creating their team norms, and intentionally shaping their team culture.

Each team is unique in its team culture, and this may vary from organizational culture. Creating a strong remote team culture is critical, especially when people are part of multiple team cultures.

Our team culture is also shaped by our values. If we value quality, we will always make a point to review key pieces of communication before they go out the door. If we value experimentation, we may be very open as a team to things that don't work as planned (note that I'm not even using the term failure).

Team culture also includes the visual and other elements which make us, us. This might be HOW we hold meetings, or the fact that we provide both positive and constructive feedback around new projects and initiatives. Visual elements might include a mascot or metaphors which help them team identify themselves. For example, a team may associate itself with a firecracker (being bold and making an impact) or a fire pit (bringing people together for collaboration and problem solving). What are the elements of your team culture which you want to make more pronounced or visible?

In a virtual or remote team, it can be key to focus in on being more explicit in taking time to articulate and share our team culture given that we may not be able to see it every day. It may be captured in our slides or stickers that are put on computers or notebooks. What structures do you want to use to make it visible?

Activity

What are the elements of your team culture? Think about the things that make your team unique. This might include HOW you meet. WHAT you prioritize. Any sayings or taglines you embrace.

Team culture also speaks to HOW you do things. What is acceptable on this team? What is not? What team agreements and norms do you have in place?

Consider the question this week "What are three adjectives to describe your team culture?".

What do these adjectives say about you? What you value? How is it reflected in your work?"

For more on this topic check out:

Teams365 #1526 at Potentials Realized.com - Team Culture

Teams365 #2156 – Keeping Your Remote Team All On One Page at PotentialsRealized.com

"Team culture is often defined as "how we do things". It includes our behaviors and practices, what is acceptable and what is not."

Jennifer Britton

Did you know...

Rituals and practices anchor team culture. These are the things that define how we do things.

For example, we might have a practice of meeting for the first Wednesday of every month for a virtual potluck as a team.

On a ritual basis, we might always dedicate time in our meetings for a spotlight one an accomplishment of one of the team members.