

22

Week 22 Focus: Remote Teams Which Excel – 3 of the 6 Factors

by Jennifer Britton,
Potentials Realized - RemotePathways.com

Focus Question: What else is required to help the team excel?

Description

Regardless, of whether we are face-to-face or working remote, teams are teams are teams. Over the last few decades team effectiveness research continues to validate core elements which teams need in order to thrive. The ingredients come from the research of professionals including: Katzenbach and Smith (The Wisdom of Teams), Hackman and Wageman (A Theory of Team Coaching) and others.

Part of great leadership in complexity is about distilling things down to their core. When it comes to teamwork it can be beneficial to get back to the basics. When I work with teams, I like to share with them the following six elements which I call the Six Factors of High Performing Teams. These are six things that teams need in order to excel.

As you step into this week, as a team, take the pulse of where you are on a scale of 1 - 10 the first 3 areas needed for team effectiveness:

1. Shared purpose or mission (Your WHY)

What is your purpose? Your mission? Why do you exist? Does everyone hold the same understanding? What does this mean practically for your work? What priorities does your purpose or mission naturally create?

2. Shared behavioral norms

How do you do things? What is acceptable and unacceptable on the team? What behaviors and habits exist? Which ones are supportive of exceptional performance? Which ones aren't?

3. Shared commitment

What are team members committed to? What will you get done, no matter what? Is there anything that needs to be dropped off the list?

Activity

Where are we in each of the Six Factors? What requires attention?

"The only limits are, as always, those of vision."

- James Broughton

Did you know...

Google's Project Aristotle found that behavioral norms were one of several things which were required for teams to excel. A great article to refer to is Charles Duhigg's New York Times article "What Google Learned From It's Quest to Build the Perfect Team".

	Factor	Our Rating on a 1-10	Why	Changes we need/want to make
1	Shared purpose or mission			
2	Shared behavioral norms			
3	Shared commitment			

For more on this topic check out:

Teams365 #1145 – Team Leader Breakfast Series – Six Factors (Audio)

Teams365 #1920- Team Development – Revisiting the Six Factors