

23

Week 23 Focus: Remote Teams Which Excel - Part 2

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Focus Question: What needs to be clearer for the team?

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 second 3 areas needed for team effectiveness:

4. Shared performance goals

What are key goals for the team this year? What are key individual goals? How do your goals align? Overlap? What does success look like for each member? For the entire team? Does everyone have an understanding of the key goals of others on the team and how they feed into them?

5. Shared team practices

Teams that work together effectively share common practices such as a Monday morning huddle, a Thursday night out or some other regular event. What practices support your relationships?

6. Clear Roles

How do our roles overlap, align and connect? What changes, if any, are needed this year around your roles giving your priorities?

Activity

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

	Factor	Our Rating on a 1-10	Why	Changes we need/want to make
4	Shared performance goals			
5	Shared Team Practices			
6	Clear Roles			

For more on this topic check out:

Teams365 Team Leader Breakfast Café Call on the Six Factors – <https://www.potentialsrealized.com/teams-365-blog/teams365-1145-six-factors-team-leader-breakfast-cafe-recording>

“Clarity is key to remote working success. Are your roles and goals clear to everyone on the team?” – Jennifer Britton

Question to Consider

Dedicated time for teams to focus on building their relationships and clarifying their results is key to remote working success. What do you notice about alignment across the team?