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Week 46 Focus: Team Time – Team Building

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Focus Question: *What's important to note about your work right now?*

Description

Now, more than ever, teams need opportunities to connect, learn and grow together.

In earmarking Team Time, you will want to make sure that you are creating a sacred time for the team to connect for getting clarity on the RESULTS they want and the RELATIONSHIPS which are important.

What are you looking to create in your team time?

Teams need a number of ingredients which we explored earlier this year in the Six Factors of High Performing Teams. A reminder that these six factors are:

- Shared mission and vision
- Shared goals
- Shared performance measures
- Clear roles
- Shared team practices
- And shared commitment

Teams excel when they have time formally and informally to get to know each other. While you might have lots of formal meetings, what informal opportunities do you provide to help team members to get to know each other?

Have you considered virtual co-working as a way for people to get to know each other?

It's important for teams to engage in ongoing learning. What are the types of learning experiences you have earmarked, both formally and informally?

Activity

Review where you are as a team.

Consider what team development activities you have planned.

For more on this topic check out: Episode 15 (Team Effectiveness) and Episode 20 (Virtual Co-working) of the Remote Pathways podcast and the associated download. You'll find it at <https://www.remotepathways.com/podcast>.

Also check out Chapters 10 and 11 of Effective Virtual Conversations, Jennifer Britton's 2017 book, Effective Virtual Conversations, which focuses on Virtual Team Development and Virtual team Learning

**"A single leaf
working alone
provides no shade."
African proverb**

Looking Ahead

What's going to help your team get the best results, whether you are in-person, virtual or hybrid?

Consider where you want to be 6 months, or 12 months from now. Work backwards – reverse engineer.

- » What's going to help you excel?
- » What's going to help you renew?
- » What's going to help you keep learning?