

# KEY LEADERSHIP SKILLS FOR EFFECTIVE TEAM-BUILDING



## A SKILLED LEADER...UNITES TEAMS WITH A “WHY”

- Works with team members (individually and collectively) to identify clear goals. This creates a unifying purpose.
- Ties work tasks consistently back to the “why.”



## ...MOVES FROM “ME” TO “WE”

- Recognizes and celebrates team successes, not just individual accomplishments
- Promotes a sense of belonging by saying, “We did it,” “We will meet this challenge together,” “Our objectives are...,” etc.



## ...CREATES THE RIGHT MIX

- Analyzes team tasks and deliverables; then creates a team with complimentary expertise & skills to do the work
- Leverages each team member’s unique background and perspective to facilitate team productivity and success



## ...COMMUNICATES

- Spends time getting to know their people: their personal interests, professional aspirations, and important challenges
- Keeps two-way communication lines open, especially during crisis and change



## ...BUILDS TEAM SPIRIT

- Prioritizes social connection and plan social gatherings
  - Monitors and publicizes every team win
  - Strengthens trust through mutual accountability

## THOUGHT QUESTIONS:

- On a scale from 1 to 10, how engaged is your team?
- What are you doing well on this list?
- What are areas of improvement?
- What are three action steps you will commit to doing over the next year to build your team?
- How will you stay accountable to this plan?

