

Taking A Proactive Approach With Team-Building – Session Notes

Is your team as cohesive as you'd like it to be?

Are they more a group of individuals as opposed to being an interdependent team?

If it's the former, then as a manager you should take a more proactive approach to teambuilding. How can a manager take a more proactive approach to teambuilding?

Firstly, you need to create common goals and values with your team.

By getting your team together and creating common goals and values, it will bring your team closer together.

Get your team together for a day, go off site and create **SMART** goals that each member of your team can contribute to.

You should also come up with some common values that your team should live by on a daily basis, and have these displayed prominently in work place. An example of these values could be "we keep our promises" or "we are always looking to improve our processes"

Goals must be measurable, whereas the values are more traits and characteristics that your team must adopt.

Secondly, you need an onboarding process that integrates new staff into your team.

Many organisations still don't have an onboarding process when a new member of their team starts – and as a result they struggle to integrate with everyone else in their team.

When a new member of staff starts with your company, make sure they are introduced to all of the team, the responsibilities that they have and their job role. Then hold a meeting highlighting the common goals and values discussed previously.

During this meeting, explain how the new team member can contribute towards these goals and their responsibilities within the team.

If these are highlighted from the beginning, they feel like a part of the team as soon as they walk through the door and will mean they are more likely to buy into your team's culture.

And finally, you should set up a social calendar.

Many organisations are reactive with social events, this may be because motivation is low and they feel like they have to do something about it. A proactive approach to this is by setting up a social calendar at the start of the year.

By holding events every month or two, it gives the team something to look forward to during the working week.

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Hold competitive events like go-karting or paintballing, as before and after the event it will provide a bit of competitive banter between your staff. Creating memories during these events will also bring your team closer together as well as leading to a lower turnover of staff.

You shouldn't be reactive when it comes to teambuilding, so be proactive and consider the following points:

Number one – create common goals and values with your team, with the goals being measurable and the values being traits and characteristics.

Number two – have an onboarding process that integrates new team members, introduce them to each member of your team and to the common goals and values that the team created.

And number three – set up a social calendar, be proactive by setting up events well in advance and create memories that will bring your team closer together.