

Team Esteem Audit

How to determine if your Team is about to Expire or is ready to Excel

Want to get started in building your Team's Esteem?

Alright ... let's take stock:

- ✚ You now have an overall score for your Team's Esteem.
- ✚ And you have identified the area(s) that are in most need of change (the area(s) with the lowest scores).
- ✚ You've also thought of the area(s) that, although not *ultimately* the *most vital to change*, but in which you could get some forward positive movement quickly.

Last time I promised to send you some strategies that can be *implemented immediately* that will address each of the 7 areas of our **7-Step Taking Teams to the Top** program.

So – here they are!

Actions that *will* take your team to the top!

The Decision Step:

Get your Leadership Team together and have each leader share what's working and what's not in their area. (Perhaps get each leader complete the Team Esteem Audit prior to the meeting.)

Look for common challenges across the organisation and brainstorm possible solutions to be discussed with staff.

Then re-group and set up project teams to implement the most viable ideas.

Measure the results, refine and repeat the process for all organisational challenges.

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The Health Check:

Conduct an anonymous staff survey. Ask thought-provoking questions that look at all areas of your business and encourage honest responses.

After collating the results, share the information with staff and seek their ideas on what could be done to improve things.

Commit to addressing an area of need immediately.

Unloading the Baggage:

Talk with staff individually or in small groups to hear their concerns and grievances.

If you feel they won't be forthcoming, allow them to write them on paper and place in a box (or enter in an open survey form on your intranet).

Consider the gravity of these and what's required to enable them to let go and move on.

Then help them do this.

Team Connect:

Dedicate time to enabling team members to inform others of the key responsibilities and activities of their role. Allow time for clarifying questions.

Have the team undertake the '5 Minutes in my Day' activity. The idea is for each team member to share what they do in a typical day at work. They have 5 minutes to explain it all.

(Amazingly, most people will run out of things to say after 2 or 3 minutes! That's when other team members prompt them by saying 'That's interesting ... tell me more!')

Ask if anyone is interested in learning aspects of other roles, highlighting the benefits for them and the organisation – then schedule time for this to happen.

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Building Team Respect:

Do a 'Strengths & Limitations' exercise with your team.

Discuss with the team instances where strengths aren't being fully utilised and re-engineer some of your processes to maximise the use of people's abilities and interests.

Talk about what areas of skill are limited in their effectiveness and what you, as a team, can do about this.

Culture and Climate:

Set up a project team to research where communication blockages are occurring in your organisation.

They then need to propose at least 3 recommendations of how these can be addressed.

Maintenance and Momentum:

Set up a project team to design a method for measuring morale in the workplace.

Create a list of events and activities that are easy and low-cost that can be implemented when morale drops.

Rotate responsibility for monitoring and managing this.

Great! We're all 'fixed'!

Well, perhaps it's not quite that easy – and that's what I'm here to help you with.

Our **7-Step Taking Teams to the Top** program can be tailored to fit your Team's needs, your organisation's time constraints and your budget.

Maybe it's time to get proactive and stop 'sweeping things under the carpet' and hoping things will improve.

I guarantee you – no matter *what* the issues blocking your team's effectiveness are, they can be eliminated. That's my promise – and if I work with your team and you aren't happy with the results, you'll pay nothing.

I'd love to help you more – and I'm only a phone call away. Your team will thank you for it! I look forward to hearing from you – with kind regards,

A handwritten signature in black ink that reads 'Sandi Givens'.