5 Tips for Building a Cooperative Team

1. **Clarity about Roles & Responsibilities**

   Ensure all members are exceptionally clear about 'who does what'. Having everyone know the specifics of roles and responsibilities will go a long way towards clear communication – *and* remove the need for the manager/leader to continually act in a 'traffic control' role.

2. **Let them have Authority with their Responsibilities**

   Transfer as much authority to team members as possible. It is much easier for people to take responsibility for tasks when they also know they have the authority to make decisions and do what needs to be done. People respond favourably when they feel trusted.

3. **Have a Process or System for resolving Conflicts of all types**

   Have processes for conflict resolution. If there is a disagreement in the team (such as a conflict in priorities or even personalities), enabling team members to work through these challenges on their own builds their trust in themselves and each other – as well as limiting the time required for the leader to put out 'bushfires'.

4. **Allow people to learn from mistakes, rather than punish them**

   Promote a *learning organisation culture*. Allow for the fact that we all make mistakes at times. Focus on resolving any issues arising from errors quickly – then turn your attention to enabling the individuals concerned to learn how to avoid this happening in the future.

5. **There's no replacement for Gratitude and Appreciation**

   Praise and acknowledge members' contributions often. It's amazing how far a simple "thanks – that was great, and I appreciate your efforts" will go towards building moral and the esteem of both the receiving individual and the esteem of the entire team.

   And a pat on the back can do wonders for making someone's shoulders go back and their head be held higher.