

(Another) 5 Tips for Building a Cooperative Team

1. Eliminate wasted time in Meetings

Hold effective meetings. Have agendas distributed well in advance – especially if you are going to be asking for team members' opinions and decisions on issues. Many people need time to think and consider before they can articulate their thoughts.

Make it OK for people to attend only those parts of the meetings that directly impact them. Having to attend meetings where much discussion is irrelevant to their roles is frustrating.

2. People who seem 'Difficult' are merely Different!

Help team members understand that people aren't 'difficult' – they are simply different. Others may have different ways of gathering information, making decisions, organising their workflow and even clarifying their thoughts. If their way is different to yours, it may seem 'difficult' – but is really is only different.

3. Differences can complement – and are necessary for the best results in a team

Teach your team some model of human behaviour (such as the Myers-Briggs Type Indicator[®] or DiSC) so they have a framework for understanding these differences in people – *and* can then learn ways to enable these differences to **compliment** each other, rather than cause conflict.

4. People are not just their jobs

Provide ways for team members to get to know each other as *people* – not just what they know about each other's roles.

5. Celebrate regularly – and with sincerity

Celebrate often – nothing is too small to be acknowledged as progress towards the team's goals. (And remember ... progress is more often about *direction* than *speed*!)

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