HOW TO
BUILD A HIGH-PERFORMING TEAM

Building a high-performing team takes commitment and an investment in continuous growth and development. Use the following tips to get started:

1 SHARED PURPOSE

Staff require a common goal in order to feel a part of a team.

Managers constantly assess team objectives and priorities to make sure they are in line with one another. They prioritise organisational goals by discussing them frequently and making connections between them and the team's work.

They hold 1:1 meetings to discuss progress and prioritise tasks.

2 COMMUNICATION

Managers provide chances for team members to impart their knowledge and learn from one another.

They may organise workshops, team-building activities or knowledge-sharing sessions.

This exchange of concepts and abilities improves problem-solving abilities, creativity and camaraderie.

3 EMPOWER TEAM

Teams that operate at a high level feel empowered to take initiative and own their work.

Managers understand that the best way to get the most out of their staff is to support them in taking the initiative whenever they see the chance.

Urge team members to share their thoughts, offer feedback and take initiative in making decisions that fall under their responsibility.
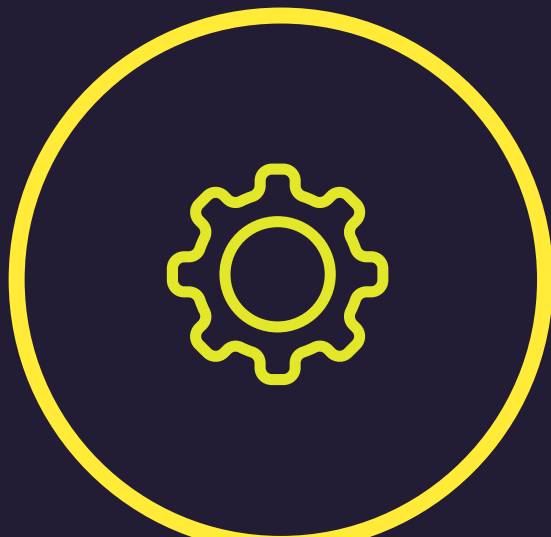
4 RECOGNISE/REWARD

Consistently show your gratitude by recognising the contributions that your team members make.

1:1's give you and your team a chance to stay in close communication about the objectives, assignments, and successes of the team.

Acknowledge smaller victories and that different staff may prefer different forms of recognition.

5 DEVELOP TEAM

Establish a continuous learning and improvement culture for excellent results.

Investing in the training and development of your staff will improve team performance.

Find relevant training opportunities that emphasise both individual and team objectives and needs.