

How do we continue to develop as a team when we have come together as much as we can?" we will deal with now.

There will come a time in the evolution of team when the **Synergy, Communication, Chemistry, Culture, and Understanding** within the team is at a highly productive level. However this is not to say that there can be no further improvement.

It is just the case of that there will be limited increases in **Productivity, Efficiency and Performance** by just focusing on bringing this group of people together any further.

As we have discussed many times, **Success is multi faceted and Team Building Success is no different**. There should always be a number of diverse strategies going at once to develop a team. Obviously there will be a time when the greatest development strategy for a team will come from the focus and desire of the team to come together as one. However this should not be the only focus or strategy for developing a successful team.

So let's take a look at what are some of the other areas that could be looked upon to continue the development of a team above and beyond just advancing the team by bringing the members of it closer together.

1. Make sure the Vision for the Team is Clear.

Although this may sound ridiculously obvious you will be surprised how many times the leader of the team thinks the direction of the team is clear and the members of the team have no idea what the direction is.

This could be for many reasons. First because there is no clearly defined direction. It could be because the direction has not been clearly communicated to the team. It could be that the team has not taken the time to understand the direction.

As I said, there can be many reasons, whatever they are you need to know and take the necessary steps to make sure each and every member of the team understands the direction of the team and why the team is pursuing that direction.

2. Make sure the Direction for the Team is Correct.

How do you know if the direction of the team is correct? First, is it leading the team towards its purpose and clearly defined outcomes? Does it take full advantage of the skills attributes and experience of the team members? Does it allow the team to remained focused on their primary role?

If those and other similar questions are answered in the positive, then you will be close to being headed in the right direction

3. Continue to Develop the Individual and Collective Skills of the Team Members.

The strength of a team should be the team itself. That is both the collective and individual skills of the team members lay the foundation for the success of the team. The attitudes of the team members is to play for something greater than themselves. There is a desire to come together so as to utilise all that the team has to offer.

Of course a lot of this will be dependant upon the attitudes of the individuals within the team but then again those attitudes can and should be influenced by all within the team but especially by the team leader.

4. Continue to Pursue or Create Opportunities for the Team.

Motivation for a team can also come from a variety of ways. It could be because of the challenges that are presented to the team. It could be because of the success of the team. It could be because of the culture surrounding the team. It could be because of what the team has to look forward to.

If you want to keep a team motivated and committed to the road ahead then continue to find or create the opportunities that will parallel the direction you are headed and the standards and commitments of the members with in it.

5. Do what needs to be done to maintain the "Team"

As situations change, as experiences change, as direction change, as expectations change there will be corresponding changes within the team.

Some of the things that will go into maintaining a team will be motivationally orientated, some of them will be discipline orientated, some of them will be opportunity orientated, some of them will be decision based.

As a team evolves it is imperative to monitor where the team is at against a set of pre determined relevant criteria and then to do what is required to maintain a parallel approach.

6. Present Opportunities and circumstance that continue to Test the Team and its Members.

A team is like a plant they are either growing or dying. The strategy to continue to grow a team can and will be very diversified.

There will need to be a balance between realistic and unrealistic expectations. There will be the necessity to introduce appropriate new and exciting challenges. There will be the opportunity to take the team out of its comfort zone and have it relishing the opportunity.

A good team will welcome these tests and opportunities to grow. Just make sure that once again they are relevant to the team where it is going and how it is it should go about reaching its destination.

The journey continues....