

PRAESTA

What Makes A Great Team: Time For A Health Check?

Are the teams you are part of in good health? Are they ready to anticipate whatever may be coming down the track? In our Praesta Prompts this Autumn we will be exploring what can derail teams, such as uncertainty and being in the spotlight. Our starting point is to encourage an honest assessment of team strengths and potential vulnerabilities, and of your role in enabling teams to be effective.

Questions for discussion in a team might be:

- How aligned are we on our shared purpose as a team and what that means for our collective and individual objectives?
- How can we make best use of our time together by concentrating on the things that must be done and can only be done by us working as a team?
- How honest are we with ourselves and others when objectives look overoptimistic?
- Are we taking enough time to think about the future and the risks to be addressed?
- What more might we do to connect effectively with stakeholders and to engage with our people?
- What do we need to flex in response to a changing context?
- What could assist the team in becoming more adaptable and resilient?

Questions to ask yourself might be:

- What does this team need from me to enable it to be effective?
- Am I contributing in a way that others can receive?
- How might I enable others in the team to make their full contribution? Would they agree with my assessment?
- What type of preparation or follow up could enhance my contribution to the team?
- What could I contribute to the energy and enjoyment levels in the team?

In our coaching conversations we observe that people often underestimate the influence they can have on a team through the tone they set and the type of discussion they prompt. We encourage team members to review how they use supportive questions, observations and affirmation to allow a team to work at its full potential.