



Ten Ways to Improve Team Performance By Nick Bishop - Complete Performance

1. Get to know the individuals in your team: each has a different set of personal drivers. What makes one person tick will be different to the next person. A team is a collection of individuals. Make sure you know what makes each individual tick. Make a note of important dates, birthdays and similar; showing that you care makes a massive difference but be sincere.
2. The majority of new employees join an organisation enthused and wanting to make a difference: Build on that, understand their needs and work with them to grow their enthusiasm, not diminish.
3. Company organised incentives are one thing but saying “thanks” for a job well done can really provide a buzz in individuals and teams. Use names and praise.
4. Avoid email where possible: pick up the phone or better still sit down with someone: individuals thrive on attention.
5. Understand how to delegate and empower not abdicate and burden. Once you have delegated, set the guidelines and stick to them: Don't then interfere.
6. Listen when people talk to you; you may have things on your mind but by listening carefully you will understand what is being said and the other person will know that too! Listen but observe too. Actions say a lot.
7. Use positive words that help to create powerful mental pictures: they both enthuse and help develop self confidence: Don't be surprised at how many people lack self confidence in differing amounts.
8. Be consistent and be yourself: you should always be developing yourself and evolving but don't put on an act: people will see through you and the mere act will create a degree of stress to yourself.
9. Develop your coaching skills: “Management means helping people to get the best out of themselves , not organising things” (Lauren Appley):
 - i. Try not to cancel your 121 meetings
 - ii. Prepare fully
 - iii. A 121 is a two way meeting: treat it as that
 - iv. Remember the tips above
 - v. Create the plan
 - vi. Summarise
 - vii. Monitor
 - viii. Most importantlyfollow up. Many people are good starters but poor finishers.
10. Don't take yourself too seriously and above all else have fun. Enjoy every opportunity that you will create by using these tips and the sense of achievement will lift your own mood but more importantly deliver increased team performance.

Motivation and increased team performance happens when you carry out a series of things, consistently, regularly and on an ongoing basis. We are all possessed with great talents: Read these tips, consider honestly and carefully, and plan accordingly how you will make a difference.

Praise, inspire and have fun!

To find out more please contact us:

By email: natasha@foresightconsulting.co.uk

By e-form: www.foresightconsulting.co.uk/contact_us.html

By phone: 01245 361795