# Turning Straw into Goal:
## Secrets of Leading High-Performing Teams

*Negotiate to accelerate mission success*

Success in delivering on the Mission rests on our ability to work together with our peers to address challenges strategically and skillfully and to inspire each other to perform as one team.

## STRATEGIES FOR LEADING HIGH-PERFORMING TEAMS:

★ **Establish Your Leadership:**
  - ✓ Ensure understanding of goals, purpose and roles
  - ✓ Set a clear structure that invites participation from all team members
  - ✓ Help everyone understand how they fit in

★ **Build Trust:**
  - ✓ Clarify norms and expectations and follow through
  - ✓ Remind the team to collaborate and support one another
  - ✓ *See sidebar for more strategies*

★ **Review Development Stages:**
  - ✓ *Orientation* - Do members know their Mission and why are there?
  - ✓ *Goal Clarification* - Are members uniformly clear about the goals and what they mean?
  - ✓ *Commitment* - Do members understanding who is doing what?

★ **Reinforce Connection:**
  - ✓ Appeal to members' commitment to the Mission
  - ✓ Encourage consideration of varying viewpoints
  - ✓ Protect the integrity of the project and the team

★ **Intervene:**
  - ✓ Make sure everyone is clear on what the *real* problem is
  - ✓ Change the dynamics by taking a break or changing venue
  - ✓ Balance airtime for more and less assertive team members

★ **Facilitate:**
  - ✓ Account for rank and status in your approach
  - ✓ Help the group break through logjams
  - ✓ Address bad behaviors and help the team get back on track
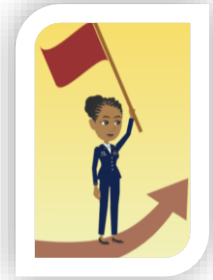
### Building Trust is KEY to Building Effective TEAMS:

◎ Get the team organized so they understand how they fit in and what is expected

◎ Build in time for members to get acquainted to create connection and camaraderie

◎ Establish or re-commit to shared groups norms

◎ Keep the team informed and connected, even between meetings