

Team Leadership

Building the team



Team Task

- ▶ Divide into small groups
- ▶ Based on your experiences, list and present what managerial skills you think are needed in a good leader so that they can build a strong and productive team.
- ▶ What factors should be considered when building a team

Principles of Team Building

- ▶ Recruitment on the right person to do the job
- ▶ Provide a good induction process
- ▶ Develop a suitable training programme
- ▶ Deputisation
- ▶ Coaching
- ▶ Mentoring

- ▶ Plan for staff development
- ▶ Succession planning
- ▶ A regular staff appraisal
- ▶ Staff retention
- ▶ Developing skills can help develop staff morale
- ▶ Identify the strengths & weaknesses of the team
- ▶ Treat & support all staff equally

The threats to team development & Cohesion

- ▶ Poor definition of team goals
- ▶ High labour turn over
- ▶ Lack of career progression
- ▶ Weak or authoritarian team leaders
- ▶ Persistent reliance on crisis management
- ▶ The lack of the team being able to function without the manager/leader

- ▶ Actual & potential conflict between individuals
- ▶ Personal problems
- ▶ Conflicting personal agendas
- ▶ Lack of training
- ▶ Lack of commitment
- ▶ Lack of trust
- ▶ Low staff levels
- ▶ Poor pay structure