

7 Proven Team Building Strategies

We all have heard the adage, “people leave managers, not companies”. How do you ensure that you are building a culture where everyone has a voice and is valued for their contributions? Over the years of my career, I have found that the 9 items below will foster a strong team environment and achieve goals you never thought possible.

1. **A clear vision:** It is important to clearly state your vision for your company. People want to be inspired to follow something bigger than a job. Your vision should energize your team and foster innovation.
2. **Know your employees:** Understand how your employees like to work, what their home life is like, what their hobbies are and what type of recognition they like. Some people do not like to be the center of attention with public recognition.
3. **Team Roles:** Each member of the team should know and understand the role they play in your company. When you leave room for interpretation, you leave room for speculation. Make sure your employees hear your expectation from you; it builds trust.
4. **Create a safe space for open, honest, and respectful communication:** It’s not what you say, it’s how you say it sums up this one well. Employees want direction and they want to know where they stand with you and their job performance. Performance concerns do not just go away. If left unaddressed, they tend to fester and become huge issues. This also applies to peer-to-peer communication. Demand a workplace of mutual respect among peers to keep employee relations issues at bay.
5. **Open lines of communication:** You never know when you may have someone toxic in your company. If you don’t have an open-door policy, create, and communicate one. Remember ... don’t say something you aren’t ready to embrace and live by. If someone approaches you and you truly don’t have time to give them 100% of your attention, make an appointment for a time when you can be fully engaged and listen to the information being presented to you.
6. **Accountability:** Once you lay your foundation with expectations, hold all employees to the same standards. If someone is out of alignment with one or more of your standards, reel them in. First, remind them of the standard that you set out for everyone. Remind them of the time you communicated the expectation to everyone. Follow up with a simple question, how are you going to get yourself back in alignment with the company standard. Continue probing until you are comfortable with their plan.
7. **Reward:** Reward employees for excellence in following your company vision and communication strategies. Reinforcement of desired results often leads to more people striving to improve the outcomes and helps build the culture you want to build.

These seven strategies for building a solid team environment will lead to results you never thought possible. If you have questions or would like assistance in developing out strategies for your company, please reach out. We have tool kits that can help.