



EFFECTIVE TEAMS

Teams can be very effective at solving problems, creating new ideas, and making things work better. Teams bring together the many talents, perspectives, and experiences of their members to collectively be more effective than the individuals could be. To be effective, teams need certain structures, behaviors, and supports in place.

EFFECTIVE TEAMS HAVE:

- A **VISION** for why the team exists; a purpose that is connected to the larger organization's vision and mission.
- **ORGANIZATIONAL SUPPORT**, which can include resources, time, information, recognition.
- A clear and common understanding of the team's **GOALS** and how those goals will be measured.
- Clarity about the **ROLES** they take on as they work together. Roles are about who does what, and can be formal roles or informal roles that contribute to the functioning of the team.
- Effective teams define the **PROCESS** and **PROCEDURES** they will use to accomplish the work. These can include ground rules, decision making processes, effective meeting structures and, problem-solving methods.
- Effective teams also contribute to **INTERACTIONS AND INTERPERSONAL DYNAMICS** (e.g. how they work together, how they communicate, values and individual strengths, and styles).

Learning on Demand (LOD) resources are available to help develop your team building skills.

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