

Strategies for making a learning team successful



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- **1. Be Aware of How You Work**
- As the leader of the team, you must be extremely aware of your leadership style and techniques. Are they as effective as you think? How well are they accepted by the team you are attempting to lead? Evaluate yourself and be critical about where you can improve, especially in areas that will benefit those whom you are leading.

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- **2. Get to Know the Rest of the Team**
- Much like you need to hold yourself accountable for your actions to assure you maximize performance and results, you must make the time to get to know your team and encourage camaraderie. In my [“emotional intelligence blog,”](#) I discuss the importance of caring, understanding the needs of your team and embracing differences and helping your colleagues experience their significance. In this case, gathering intelligence means learning what defines the strengths and capabilities of your team – the real assets that each member brings to the table, those they leave behind and those yet to be developed.

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- **3. Clearly Define Roles & Responsibilities**
- Each of your team member's responsibilities must be interconnected and dependent upon one another. This is not unlike team sports, where some players are known as "system players" – meaning that, although they may not be the most talented person on the team, they know how to work best within the "system." This is why you must have a keen eye for talent that can evaluate people not only on their ability to play a particular role – but even more so on whether they fit the workplace culture (the system) and will be a team player.

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- **4. Be Proactive with Feedback**
- Feedback is the key to assuring any team is staying on track, but more importantly that it is improving each day. Feedback should be proactive and constant. Many leaders are prone to wait until a problem occurs before they give feedback.

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- **5. Acknowledge and Reward**
- With proactive feedback comes acknowledgement and reward. People love recognition, but are most appreciative of respect. Take the time to give your teammates the proper accolades they have earned and deserve. I have seen too many leaders take performance for granted because they don't believe that one should be rewarded for "doing their job."

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- **6. Always Celebrate Success**
- At a time when uncertainty is being dealt with each day, you must take the time to celebrate success. This goes beyond acknowledgment – this is about taking a step-back and reflecting on what you have accomplished and what you have learned throughout the journey.



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