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How's The Team Doing Coach?

The pace of business is faster than ever. Now that social networking is becoming more accepted within organizations, it's a mad rush to answer email, check out team comments on Facebook or LinkedIn, and check tweets hourly if not sooner.

Your time is spent responding to the many issues and questions that arise during the day. With your attention spread in so many directions, what's going on with your team?

Without direct contact with you, your team may begin to feel ignored. Productivity slips. Morale drops. Conflict may erupt among team members and finger pointing is rampant. It's time to step in and make some changes. Starting with you! Time to reconnect and recommit energies. Time to focus on WIN – What's Important Now. And it starts with you. You may want to consider a few of these tips if you or your team has lost focus.

1. **Meet with every team member.** Make sure you let them know they are important and apologize for any lost or late communication. They need to know that you care and are willing to focus your energies to help them be their best.
2. **Check your attitude.** Preconceived ideas about a person or situation creates barriers. Make sure you have a clear picture of what individual team members are capable of doing as well as opportunities to help them grow.
3. **Emotions are contagious.** Negative or positive energy spreads quickly. Make it a point to share more positive comments. Find opportunities to commend rather than find fault. Don't dwell on the "should haves"; instead encourage people to look at ways to get the job done.
4. **Encourage creativity.** People feel more connected when there is an environment that

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allows "silly questions" and "dumb ideas". None of us has all the answers. We need to view situations and problems with new eyes. Sometimes, it's the "dumb idea" or "silly question" that solves the problem. Let your team know that creativity comes in many different packages and that you are willing to listen to them.

5. **Respect all.** While you may not agree with everyone's perspective, allow everyone to have theirs. Managing relationships takes effort – and it's easier when you demonstrate a willingness to listen, learn, and share. It encourages others to do the same.

When you step out and step up to do the best for the team, your role as manager/coach/leader gets easier. You don't have to do it all, but you do have to do something. Make it a great day and do it now!

Seeds of change:

*"If you want to make good use of your time, you've got to know what's most important and then give it all you've got."
~Lee Iacocca*

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