Team Leadership: A Winning Team

Have you been inspired when witnessing a sports team achieve a championship? On those teams, individual players surrender to become part of a greater whole that amplifies their individual contribution. Great teams cultivate a culture that encourages coaching each other and they do not miss opportunities to get better. Help your team members to know what it is like to participate in such a team, to know how great it feels. These teams make team members better professionals and help them to continue to grow and develop. Team leadership can be a joyous and fulfilling experience.

What are the characteristics of winning teams? Here are a few:

- Unified vision and purpose.
- Willingness to change.
- Love learning and development.
- Great humor.
- Passion about collaboration and improvement.
- Focus on the team output, not on roles.
- Communicate regularly.
- Fast recovery and resiliency.
- Celebrate success and learning from mistakes.
- Low on ego, high on results.

Give this list of ten characteristics to your team. Have them add any that they think are missing and have them rate the team as a whole on each of the items. Use a scale of 1 to 7, where 1 represents nonexistent and 7 represents fabulous.

Facilitate a discussion using these questions to get you started.

- On which two or three characteristics is our team the strongest?
- On which characteristics did our team score the lowest?
- What can we do that will lead us to be a more winning team?
- What can I do to support our improvements?

Wrap up the discussion with an action list of who will do what or create a “winning team” plan for the future.