



AT A GLANCE:

M BUILDING EFFECTIVE TEAMS



WHAT'S THIS THEME ABOUT?

Teams that are cohesive, efficient and productive don't happen by accident. Successful teams are teams that work collaboratively – they are committed to working together, and share common goals and resources. They are efficient, because they play to each member's strengths. They are productive, because they find ways to resolve conflicts as they happen.

This theme is about the role the manager plays in building an effective team.

WHY IS THIS IMPORTANT?

“Great teams – like great leaders – are made, not born.”

Teams that work effectively have become even more important recently as roles become bigger, organisational structures become more complex, and organisations become more diverse and global in scope. In today's work environment, it seems the team – not just the individual – holds the key to organisational success.

This Management Matters theme helps managers examine the factors that lead to team performance and success. It helps them explore how a collection of individuals can work together more effectively as a team and how they can better use their resources to attain their goals.

IDEAL OUTCOMES

'Building Effective Teams' is about your managers **knowing:**

- What makes an effective team
- The different stages of team development
- How to lead and manage teams through the different stages of development

'Building Effective Teams' is about your managers **being able to:**

- Identify characteristics of teams in different stages of development
- Assess the stage to which their own team has developed
- Create a plan for progressing their team to higher performance standards
- Help managers become more effective leaders and contributors in their team

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