PRINCIPLES AND PRACTICES FOR EFFECTIVE TEAM LEADERSHIP

212-Careers

The most successful team leaders in just about any field practice certain habits. They have effectively devised a system for motivating team members to work productively together to achieve the team's goals. To join the ranks of efficient and high-achieving team leaders, embrace the following principles.

Prioritize Regular Communication

Make a schedule for communicating with team members. Let them know that communication is two-way and you will listen to their ideas. Get on a regular schedule and agree on a communications platform or system that works best for everyone.

Then, share detailed goals and objectives. Communicate each individual's role and how it helps the team achieve its goals.

Ask for Feedback

Feedback is an important part of team communications. It shouldn't be a one-way street where you are doing all the talking, and your charges don't have any say-so. As a part of your communication schedule, we discussed making time for feedback sessions.

You don't always have a chance to get personally involved in day-to-day operations. Seeking feedback can keep you informed of everything that's going on, good or bad.

Encourage Teamwork and Collaboration

Host team-building exercises. Make them fun. Form groups of team members and assign them tasks that require collaboration. Reward accomplishments that were brought about because of productive teamwork. Openly encouraging your people to work together for a common goal creates a more cohesive and symbiotic team.

Delegate and Follow Up

A successful leader knows what tasks to assign to each team member. That's the easy part of delegating: handing out assignments. You should, of course, attach an aggressive but achievable deadline to tasks. Once this is done, following up is the most important part of the process.

Some leaders don't do this effectively. What's the point in giving team members responsibilities and deadlines if you don't check on them to ensure they stay on course? When team members know you follow up religiously, they are more likely to live up to expectations and even outperform them.

Reward Effort As Well As Performance

Performances should be rewarded. There definitely should be some compensation for high achievers. You should also reward effort. Some people need a pat on the back and recognition for their hard work to get them to perform more productively. Recognizing individual effort within a team fosters a collaborative environment where every contribution is valued and celebrated.

Team management in these modern times might mean leading remote workers. You may be guiding a team you interact with in a physical setting. Some companies have adopted a hybrid model of these two types of management. Whatever the case, these tips can make you a more effective leader that accomplishes your personal and team goals.
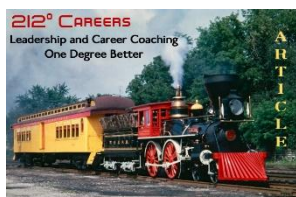
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