



Summer 2011

Mission, Membership and Methods Build a Team

Smart Strategies Solutions for Workplace Challenges



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Quotes on Team Building & Team Work

*Gettin' good players is easy.
Gettin' 'em to play together is
the hard part.*

Casey Stengel

*Cooperation is the thorough
conviction that nobody can get
there unless everybody gets
there.*

Virginia Burden

Dear Alan,

I hope your summer is going well. Summer's a time to relax and kick back a bit, so we're combining our June, July and August newsletters into one summer issue.

A popular topic in our leadership training programs is how to build effective teams, so this issue takes a look at teamwork.

Also a quick reminder - if you didn't complete our webinar survey, please do so by August 17th to be eligible to use the FREE Fall Webinar Coupon. We really value your feedback and the survey will take about two minutes of your time.

Here's the link: [Summer Webinar Survey](#)

Sincerely,

A handwritten signature in blue ink that reads 'Alan'.

Alan Krieger

*Feel free to forward this newsletter to
friends and colleagues.*

How to Build an Effective Team

The essentials for an effective team are
Mission, Membership and Methods.

Mission is the easy part - every team should know at the outset what its purpose is and what the results should be. The leader's job in

People have been known to achieve more as a result of working with others than against them.

Dr. Allan Fromme

A snowflake is one of God's most fragile creations, but look what they can do when they stick together.

Author Unknown

Lots of people want to ride with you in the limo, but what you want is someone who will take the bus with you when the limo breaks down.

Oprah Winfrey

Many of us are more capable than some of us... but none of us is as capable as all of us!

Tom Wilson

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Mission is to describe it in a concrete and meaningful way. Team members should clearly understand their purpose and goals and should feel pride and ownership in working towards them.

This leads to **Membership**. The key to membership is for each person to answer the question, "Do I *want* to be on this team?" The organization can assign an employee to be a team member, but that only adds a body to the team. Successful teams need their members' hearts. Buying in to the mission is the first step in membership. If the mission isn't compelling, the buy-in is weak. The next step is looking at who else is on the team. Do I trust and respect them? Do I like working with them? Can I learn from them? Do they do good work? The more "yes" answers you get, the more buy-in. This ties back to Maslow's need of "belonging". If people feel accepted and respected by their teammates, they are more likely to work hard for the team and to help out other team members.

This leads to the third element of successful teams - **Methods**. Effective teams have strategies in place to make sure members understand the mission and how that will translate into implementation. They also have plans for building a sense of community and belonging. Team members need to have clear roles and responsibilities. Leadership needs to be clear and defined. Decision making methods could include consensus, consultation, or majority vote (consensus is the way to build the strongest teams, but requires skilled facilitation). Members need to be clear about team norms - how they are expected to interact. These norms need to be stated in specific behavioral language. There needs to be a clear basis for accountability and evaluation, for both individuals and the team.

There's a lot more to building effective teams, but this is a good start. Let me know some of your tips and strategies for building teams, or some team challenges you'd like some assistance with. You can email me at: alan@krsol.com.

Share this Newsletter

Feel free to forward this email to friends and colleagues.

You may also reprint any of these articles as long as you include the following in the reprint and send a copy to me at alan@krsol.com:

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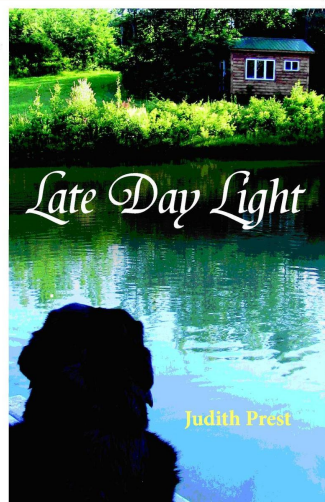
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News from Krieger Solutions

FALL WEBINARS:

We're planning our fall webinar series. If you have a topic to suggest, make sure you complete our survey. (Include the link again?) We'll announce the fall line up in a few weeks... so stay tuned!

* * * * *

T.E.A.M. SELF ASSESSMENT TOOL:

Many of you who have participated in our training programs and webinars are familiar with our T.E.A.M. communication styles assessment. We now have it available on line for \$9.50 per person.

The assessment only takes a few minutes and gives someone a sense of where they best fit among the four styles. There's also a short article that comes with the assessment that helps explain the four styles. You can have your whole team take this assessment and find even better ways to work together and communicate.

[Take the T.E.A.M. Self-Assessment](#)

Alan is also available for consultations with teams who take the assessment.

For more information, email us at:

info@kriegersolutions.com

or check out our website:

[T.E.A.M. Tool Information](#)

And finally...

For any poets (or poetry lovers) out there, my wife, Judith Prest of Spirit Wind Studios, has just published *Late Day Light*, a full length poetry collection. Although I'm obviously biased, I am not a great fan of poetry, but I found these poems a great read. Or as one of her more poetic colleagues wrote:

Late Day Light invites a reader to step into a living, breathing world. These poems speak from the place where the body and life story, where senses and the felt experience of the human heart weave themselves



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together. These poems have, in short, muscle, nerve and a real-heartbeat. Judith's gift is in giving shape to poems both clean and deep-rooted.

John Fox, author of *Poetic Medicine*:

Judith is a creativity coach, photographer and mixed media artist as well as being a poet, great cook and best friend. *Late Day Light* is available by mail for \$16 + \$3 shipping & handling (this includes sales tax). For more information or to order, contact Judith at jeprest@aol.com.