

Team Trends

We've been discovering a lot in our work with Leadership, IT, Finance, Marketing and HR teams this year. Many believe focusing on positivity (relationships) will drop productivity (results). In fact the opposite is true.

Below are a few insights and tips you may find helpful as you strive to sustain inspired team performance.

- Shared leadership delivers greater results, impact and sustainability especially if the team leader is traveling a lot, focused on a big strategic initiative, merger or reorganization. *Spread out the accountability for decisions.*
- Silos are safe and familiar but can be counterproductive. *Create a compelling shared vision.*
- Ambiguity (more than change) is the challenge. *Name it to diffuse the fear of the unknown.*
- Simplicity is an antidote to ambiguity. *Leverage best practices.*
- Building positivity accelerates strategic planning. *Minimize politicizing and positioning by building trust and camaraderie before you dive into a planning session.*
- Elephants (unresolved issues) zap energy. *Ask what is not being said?*
- Everybody's voice being heard doesn't mean you'll get your way. *Be transparent re: decision making method (autocratic, consultative, democratic or consensus).*
- Collaboration is not consensus. *Go for alignment.*

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THE SCOOP, an e-letter from www.brainstormingalamode.com, provides ideas and inspiration to enhance creativity, effectiveness and positivity at work and on teams.