

# Top 10 Tips - to building a successful team

Supplied by Impact Recruitment



When Impact Recruitment Services look back at 2016 one obvious change has happened – the team has got much bigger, growing by 50% compared to the beginning of the year.

Growth like this can only mean one thing – business performance has increased too, and that is indeed true.

But it's important to remember that it takes more than numbers of people to build a successful team to last.

Here are our tips on how to do this:

1. **Communicate openly, honestly and respectfully** – There is nothing worse than being left in the lurch when it comes to team communication (or lack thereof). Whether it's the next big strategic move or deciding on where you're going for lunch, always communicate openly, honestly, and respectfully with other members of your team and they'll do likewise.
2. **Leadership** – teams need clear standards and objectives, know how to get the best out of each individual person
3. **Understanding** – know the needs of each team member, how they are wired, embrace differences
4. **Take advantage of the differences** – All team members bring different strengths and skill sets to the table, so make sure you're availing of them! The other day I found out that my team mate is a fantastic baker...so guess who's eating muffins right now?!
5. **Self-awareness** – each member should understand their style of work and how they can positively affect the team and vice versa
6. **Responsibilities** – clear roles that are interconnected upon one another
7. **Delegate** – Not only will delegating tasks to the relevant team members free up your time, it will also develop other team member's skills and abilities. Everybody wins!
8. **Feedback** – proactive and constructive reviews will drive development
9. **Make important decisions together** – When it comes to important decisions, include ALL team members. Not only will you be saving somebody's feelings, but they also might have something useful to contribute that you might not have thought of.
10. **Celebrate** – always celebrate success and enjoy the satisfaction, a team is a fun thing to be a part of! You get to make new friends, work together on a regular basis, and celebrate the good times together. The more you enjoy it, the better you'll all get along and the more success you will experience!