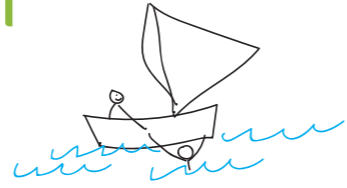




Lucy's top tips on how to be part of a successful team

What's it all about?

Very few people work in isolation. There is greater potential to achieve collectively than as an individual. Being part of a successful team builds self-esteem, brings about collaboration and maximises performance. We Rambutans have helped all sorts of teams: building brand new ones from scratch; helping those facing new, uncharted waters; and lending a hand to those in conflict or turmoil. These top tips include what we believe to be essential ingredients for any team to be successful



Find out what makes each of you tick

If the members of your team understand who does what best, it'll be easier to work out how everyone fits in and contributes. Using tools such as Belbin and adopting the right mindset will help your team:

- see its strengths and use them
- spot its weaknesses and develop them
- learn to work together and listen to each other

Work together

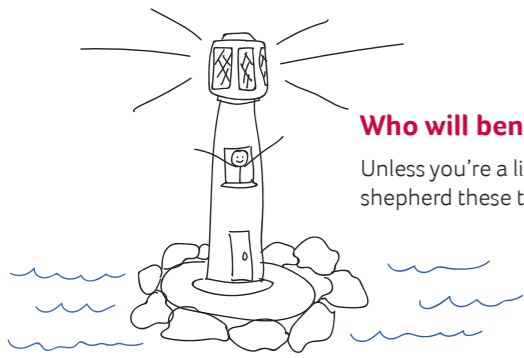
Take the musketeer approach of 'one for all and all for one'. Whatever changes come your team's way, learn to be flexible and adaptable – these are vital ingredients of your success. Take time to understand each other's jobs: if you can each do your own job brilliantly yet be willing to step in and help others with theirs, you've got another ingredient of a united team

Agree who does what

Make sure every member of your team has clear roles and responsibilities. You need to be certain that the right people are in the right jobs. Be clear on what's expected of each other, and then trust everyone to get on with their thing, make the right decisions and ask for help when they need it

Our philosophy on...

Groups of committed people with strong leadership and who 'work at it' become great teams. It doesn't happen accidentally, and it can be measured. Great teams have an open and honest ethos and a pride that is palpable to anyone who interacts with them



Who will benefit?

Unless you're a lighthouse keeper or a shepherd these top tips are for you

Books that will help:

Creating WE by **Judith E. Glaser** - gives you page after page of examples and stories that help your team keep its spirit and continue to be excellent

Gung Ho by **Ken Blanchard** - is a wonderful (and true) story about how a group became more effective by using lessons from the natural world (no squirrels or geese were harmed in its making)

Strengthsfinder 2.0 by **Tom Rath** - for advice on how to get your team to play to its strengths. The price of the book includes a brilliant online self-assessment tool and personalised report

Visit these websites:

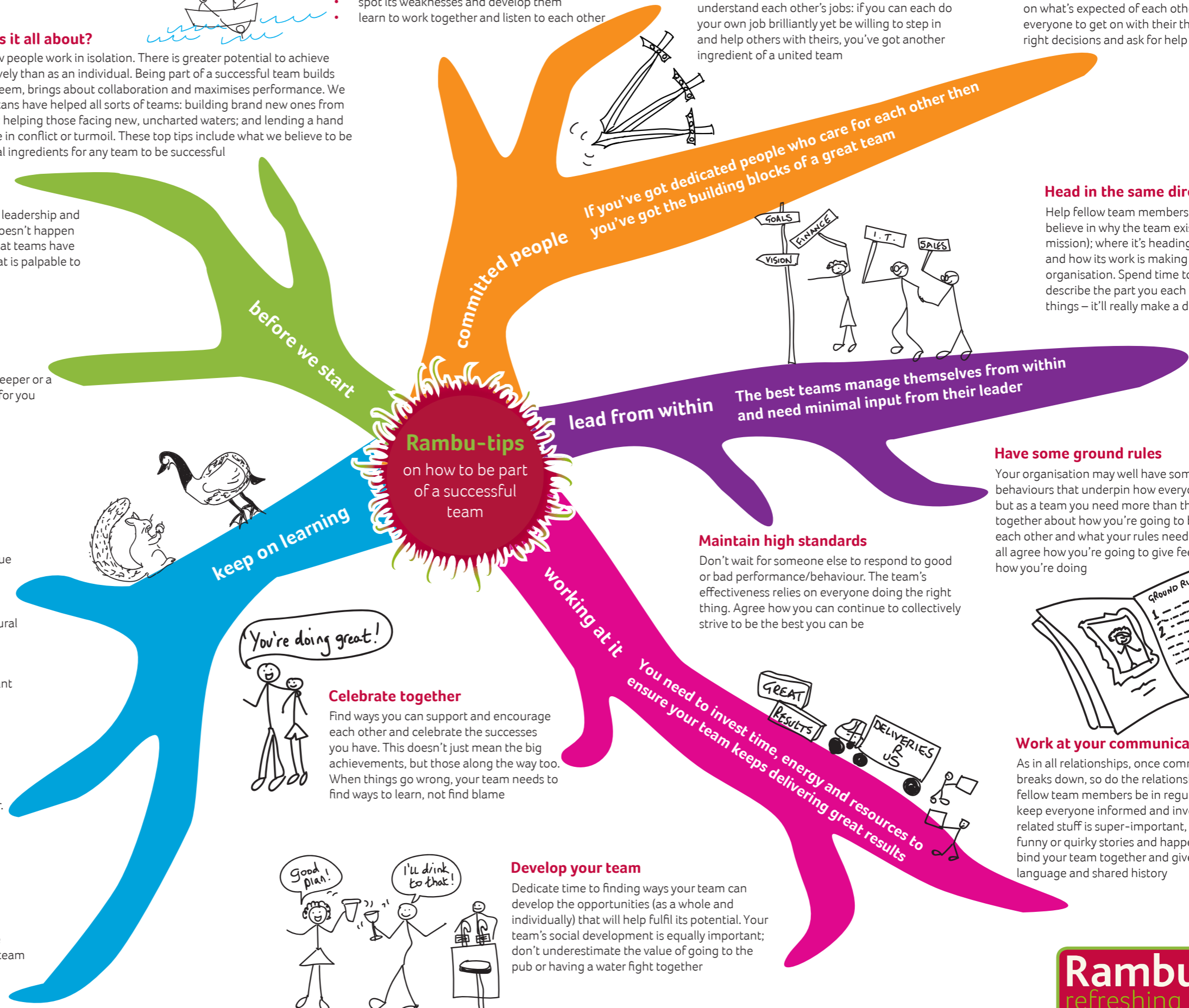
www.businessballs.com - a free ethical learning and development resource for people and organisations

www.belbin.com - if you want to learn from the master (Dr. Meredith Belbin) and use some of the brilliant tools that have been helping teams for over 40 years



Or give us a shout:

+44 (0) 1858 461071/ hello@rambutan.biz/
www.rambutan.biz and we'll give you some tailored advice on how to build a successful team



Rambu-tips on how to be part of a successful team

If you've got dedicated people who care for each other then you've got the building blocks of a great team

The best teams manage themselves from within and need minimal input from their leader

Maintain high standards

Don't wait for someone else to respond to good or bad performance/behaviour. The team's effectiveness relies on everyone doing the right thing. Agree how you can continue to collectively strive to be the best you can be

Have some ground rules

Your organisation may well have some values and behaviours that underpin how everyone works, but as a team you need more than this. Think together about how you're going to behave with each other and what your rules need to be. Then all agree how you're going to give feedback on how you're doing



Work at your communication

As in all relationships, once communication breaks down, so do the relationships. Help your fellow team members be in regular contact to keep everyone informed and involved. The work-related stuff is super-important, but it's also the funny or quirky stories and happenings that will bind your team together and give it a common language and shared history

Develop your team

Dedicate time to finding ways your team can develop the opportunities (as a whole and individually) that will help fulfil its potential. Your team's social development is equally important; don't underestimate the value of going to the pub or having a water fight together

