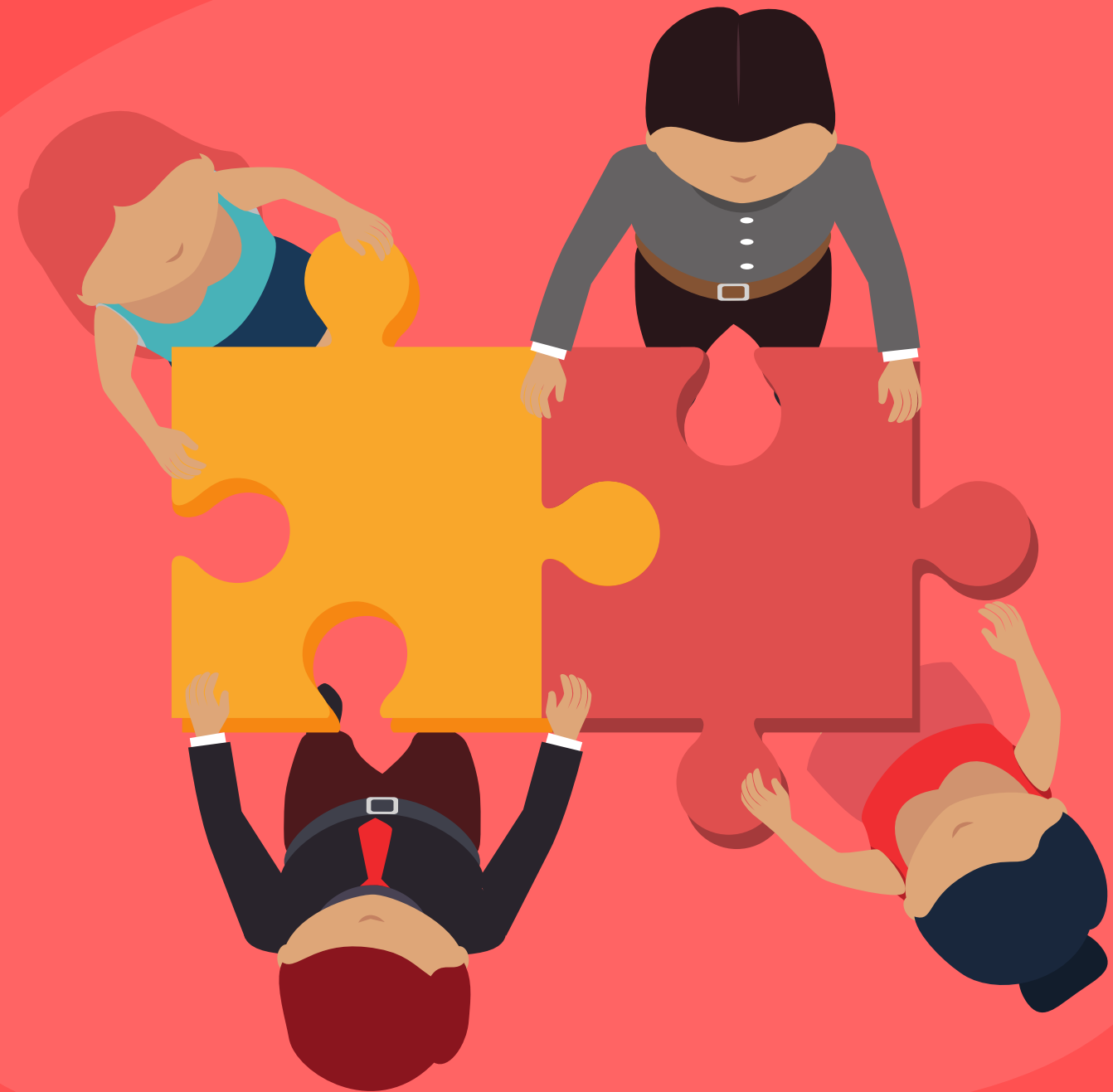


Equip Managers to boost TEAM EFFECTIVENESS and ENGAGEMENT



Why Team Effectiveness?

“
Effective teams
provide enhanced
productivity, efficiency
and high engagement
levels
”

“
High performing
teams bring
innovation and
better client service
”

What makes a team effective?

4 effective ways to build high performing teams





Team Psychological Safety

(A belief that you will not be punished when you raise a question/concern)

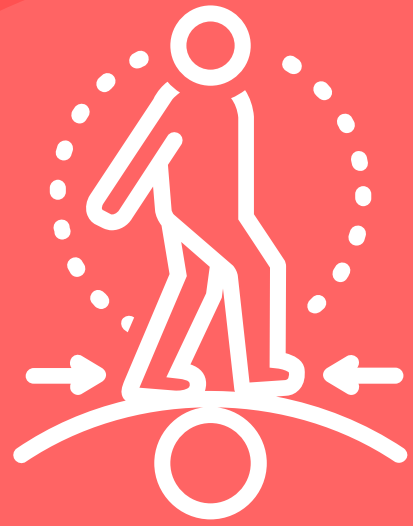
- Approach conflict as a collaborator, not an adversary
- Ask for feedback on how you delivered your message
- Ensure team members should have an open & learning focused approach to error



Team Mindfulness

(A reflection of the quality of interactions and collective processing going on in a team)

- **Model mindful behaviour so that the teams adopt a more mindful approach themselves**
- **Arrange creative brainstorming sessions where team members can discuss new ideas without fear of judgement**



Team Leadership Competencies

(Developing the required leadership skills in team leaders)

- Ensure team leaders actively listen to and consider others views
- Ensure team leads consider people's strengths and aspirations when allocating responsibilities
- Ensure they develop ideas and solutions jointly with others and have the ability to resolve conflicts



Team Identity

(Clarity of common goals and responsibilities)

- Ensure teams understand the purpose of their work
- Clearly understand their own & each other's roles, responsibilities and accountabilities
- Recognize and appreciate the value of each team member

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