

Team Awareness and Development



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Team integration and development

During the Transition Phase, it's important to focus on team building – and in particular, on making sure that everyone in the team is engaged with the change.

There are a few key things to think about:

- Clear goals are important when teams are involved in change, partly because unless they know where they're going, they're unlikely to get there
- During change, clarity around roles and processes provides a supportive framework for accomplishing tasks and activities
- The more you involve teams in developing ways of working and new processes, the more effective the team will be

Team building

So how can you start to build your new team ethos?

- A lot of this work will take place in workshops, team meetings and 1:1 meetings
- For effective transition, you need to undertake discussions to be clear on the team purpose and strategy, the team processes, systems and performance metrics, team roles, etc.
- Find out more about the High Performing Team Model from your HR Business Partner