

The Four Cornerstones of Team Success

The best way to begin developing your team is to assess whether your team has the cornerstones needed for success. They are:

TRUST

The *trust* cornerstone allows individuals to be vulnerable with one another. To explore problems, to ask for help and admit weaknesses without fear or concern that others will use disclosures as political ammunition. This cornerstone is perhaps the most important for true team synergy to take place. ***What is involved in building trust?***

- Establishing ground rules for team support
- Learning effective communication skills
- Creating mutual respect
- Always working toward the greater good of the team and its purpose

FOCUS

The *focus* cornerstone supports the team's reason for being and helps define where it's going and what it needs to accomplish. Focus is about building the clarity and sense of direction that a team needs to perform well. ***What is involved in creating focus?***

- Establishing a team vision statement
- Defining core values
- Define the team's overall role
- Setting team performance goals
- Planning projects and assignments
- Clarifying roles and responsibilities
- Defining team performance measurements

COHESIVENESS

The *cohesiveness* cornerstone helps the team to bind the various perspectives and talents of its members creating a dynamic and effective workgroup; one where conflict and disagreement are used as a springboard to explore new opportunities. ***What is involved in building cohesiveness?***

- Creating shared responsibilities or joint assignments
- Problem solving
- Addressing team functioning issues
- Redesigning work processes
- Involving the team in interviewing and selecting new team members
- Conducting activities to build relationships and promote understanding

ACCOUNTABILITY

The *accountability* cornerstone reinforces high standards - the shared responsibility that a team needs to produce top results. ***What is involved in creating accountability?***

- Conducting periodic status review
- Conducting postmortems of not so successful endeavors
- Assessing the effectiveness of team meetings/team work functions
- Doing a team self-evaluation

First Sun organizational consultants are available to assist you in developing your team through team effectiveness assessments, team development strategies and team building activities. For help with this and many other subjects that affect your workplace, give us a call, toll free **800-968-8143** or in Greater Columbia **803-376-2668** or visit our website.