



Coping in Stressful Times

MANAGE THE PEOPLE

An effective high performing team that is aligned with organisational goals will be an excellent source of support to help you navigate stressful times.



CHARACTERISTICS OF HIGH PERFORMING TEAMS

- ✓ A deep sense of purpose and commitment to the team's mission
- ✓ Relatively more ambitious performance goals than average teams
- ✓ Mutual accountability and a clear understanding of members' responsibilities to the team and individual obligations
- ✓ A diverse range of expertise that complements other team members' abilities
- ✓ Interdependence and trust between members

Effective team leaders focus on purpose, goals, relationships and an unwavering commitment to results that benefit the organisation and each individual.

TIPS TO BUILD A HIGH PERFORMING TEAM

- 01 Keep the purpose, goals and approach relevant and meaningful. Inspire your team with your vision
- 02 Build commitment and confidence by empowering your team to make decisions and take ownership of their contributions. Crises require people to make quick and informed decisions, rather than wait for direction from the top. Stay connected, listen and adapt.
- 03 Ensure that team members constantly enhance their skills
- 04 Manage relationships from the outside with a focus on the removal of obstacles
- 05 Provide opportunities for others without seeking credit
- 06 Be honest with your team. People can handle bad news and tough times if they feel their leaders are honest and focused on solving issues at hand.

