

THE 27 CHALLENGES MANAGERS FACE

Key Takeaways



Lesson 4 Building a New Team

Avoid the common pitfalls of leading a new team by facilitating an introduction process focused on who each person is at work:

- The goal of each introduction is for team members to state: "This is who I am at work. This is my experience, these are my skills, and this is how I operate."
- Give people time to prepare in advance and offer to introduce yourself first as the new leader.
- Make use of past profiling assessments by asking: "Have you ever participated in a self-profiling assessment? If so, what did you learn that will help others work better with you?"
- This is the perfect time to be honest and accountable by offering things such as: "I struggle to remain organized, so please hold me to a high standard and tell me if I am undermining myself."
- End the meeting by asking everyone: "What don't we know that we need to know in order to make smarter plans for our work as a team?"

Use any personnel information available and details gathered during initial team meetings to determine the best use (roles and responsibilities) of each team member and leverage all members in concert with each other. Ensure each team member is clear about their roles and responsibilities.