

Effective team performance does not just happen by chance - it requires commitment to establishing relationships and working practices in which independence is equal, dependence is mutual and accountability is reciprocal.

EFFECTIVE TEAMS...

- ▶ Have a clear team vision, goals and a common set of core values
- ▶ Focus on team priorities
- ▶ Have commitment to team success
- ▶ Recognise and value each other's diversity, talents and capabilities
- ▶ Continually strive to improve performance
- ▶ Are open and honest with themselves and each other
- ▶ Seek to continually learn – and to share learning
- ▶ Review team progress
- ▶ Acknowledge team achievements
- ▶ Solve team problems
- ▶ Participate
- ▶ Share ideas
- ▶ Listen to and respect others' opinions, values and beliefs
- ▶ Actively seek feedback – and receive both praise and criticism constructively
- ▶ Praise and criticise constructively
- ▶ Cooperate with and support each other
- ▶ Resolve conflict
- ▶ Recognise that the little things are the big things in building relationships
- ▶ Embrace change, expect uncertainty and maintain flexibility
- ▶ Coordinate with other work teams

And most importantly, invest in building a sound foundation of trusted and valued relationships that, whatever the challenge, overcome setbacks with fortitude as well as rejoice in celebrating team achievements.