



How to Build Teams that Build Success

For over 25 years Euro Access and Access your Potential have been delivering quantifiable benefits to a wide range of clients - both by size, organisational structure and sector. These benefits have been delivered in the form of significant grants, and strategic advice on market and business development. Over this time what has become apparent is that the businesses that show the most consistent and sustainable growth are those who have developed effective teams - either across the whole organisation or in departments that communicate through effective internal networks without silos!

Further, whatever team you can think of that is consistently successful - whether in business or in sport - these teams have certain key characteristics. These are:



- ✓ Strong identity and engagement.
 - ✓ Shared values.
 - ✓ Complementary skills and roles.
 - ✓ Shared goals, vision and purpose.
 - ✓ Clear and visionary leadership.
 - ✓ Clear and agreed ground rules.
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- ✓ Ability to deal with conflict constructively.
 - ✓ However successful and integrated, they are not insular.
 - ✓ They are celebratory.

Benefits of Team Coaching

Whatever stage your team is at in terms of its life development or effectiveness, coaching via our *Connect⁴* programme will deliver significant benefits in terms of creating or enhancing high performance teams. How exactly is this objective achieved? Well, by lowering or reducing what we can think of as “*interference*” and building culture around four effective core behaviours. So, what exactly is *interference*? In a team, *interference* can be any of the following:



✗ Beliefs and conflicting values.

- ✗ Lack of trust in other team members.
- ✗ Fear of ridicule.
- ✗ Fear of being dominated.
- ✗ Disputes determined by personalities and not issues.
- ✗ Pursuance of personal hidden agendas.
- ✗ Lack of clarity or the pursuit of incongruent goals.

This list is not exhaustive, but the existence of any of these characteristics will seriously damage the health and effectiveness of any team at any time. However, the implementation of our *Connect⁴* programme will develop or further encourage the following positive traits:



- ✓ Robust, challenging conversations.
- ✓ Mutual respect and caring.

- ✓ Listening and a desire to understand each other.
- ✓ Clear feedback sought and given
- ✓ High levels of intuitive communication.
- ✓ Mutual accountability for the achievement of goals
- ✓ Focused activity.

In total contrast to teams experiencing major *interference*, teams showing these characteristics are strong, vibrant, engaged and capable of delivering way beyond expectations based upon the simple sum of their parts. In short, they have connected the four effective behaviours of Trust, Positive conflict, Commitment and Accountability as a bridge to sustainable success!



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