



### Competencies that are addressed:

#### PRIMARY COMPETENCY CATEGORIES:

- **Teamwork—**  
Organizes work tasks, people, and resources to deliver most effectively.
- **Change Management—**  
Seeks opportunities to redirect self, others, and the organization to achieve results.
- **Human Resource Management—**  
Manages the process for aligning human capital with organizational goals.
- **Leadership—**  
Drives business results by aligning the vision, mission, and values to enhance business value.

#### RELATED COMPETENCY CATEGORIES:

- **Vision—**  
Future-oriented.  
Develops an exciting picture of what could be.
- **External Awareness—**  
Sees things from multiple points of view. Keeps up to date with issues that affect responsibility.
- **Professionalism—**  
Projects an image of maturity and integrity that creates credibility.
- **Initiative—**  
Proactively makes things happen. Is self-disciplined.
- **Results Oriented—**  
Passionate about winning. Dedicated to achieving all-win solutions to situations.
- **Influence—**  
Consistently directs situations and inspires people for an all-win environment.

## Ending a Successful Team

### SUMMARY

Too often, the valuable lessons learned in the team process are lost when the team disbands. Months or years of growth in the team's knowledge and many of the final recommendations are left behind. When bringing closure to a team, capture collective learning and clearly identify who will take responsibility for assuring follow-through.

### CONTEXT

Today's business professional typically serves on many teams simultaneously. Not only do they work in their intact internal team, they might be involved in project teams, design or planning teams, development teams, strategic teams, vendor or customer teams, and others.

Some of these teams remain more or less intact for years, and others have a cycle that goes from beginning to end in a relatively short period. Teams with a shorter life-cycle might complete their team objective in only a few weeks or months.

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### At the completion of this module, participants will be able to:

- Establish closure to the team cycle
- Generate a lasting impression of team achievement and individual accomplishment
- Identify potential leaders for upcoming and ongoing team projects
- Debrief and document team evolution and make recommendations for future team efficiencies
- Ensure team results/recommendations are adopted/carried forward in the organization

*"One worthwhile task carried to a successful conclusion is worth half-a-hundred half-finished tasks."*

—Malcolm S. Forbes