



### Competencies that are addressed:

#### PRIMARY COMPETENCY CATEGORIES:

- **Attitude—**  
Maintains a friendly, positive, and enthusiastic outlook.
- **Teamwork—**  
Organizes work tasks, people, and resources to deliver most effectively on organization goals.

#### RELATED COMPETENCY CATEGORIES:

- **Values—**  
Guided by a personal code of ethics.  
Demonstrates a strong sense of integrity by working in accordance with their personal values.
- **Vision—**  
Future-oriented.  
Develops a future exciting picture of what could and what should be, regardless of what is, for them and their organization.
- **Accountability—**  
Demonstrates personal responsibility. Holds self and others accountable for outcomes that are in alignment with the direction of the organization
- **Interpersonal Skills—**  
Displays a consistent ability to build solid relationships of trust and respect inside and outside the organization.

# Establishing an Effective Team

## SUMMARY

Establishing a new team or renewing an existing one is the responsibility of everyone on the team. Effective teams are built on establishing a common vision, creating building blocks for communication and collaboration, identifying and planning for roadblocks, and establishing accountability.

## CONTEXT

Rarely are great business accomplishments the work of just one individual. The problems you face in your organizations are usually too complex to be solved by any one person or discipline. When it comes down to it, the ultimate goal of any team is to solve problems and get things done, whether you are in a project team, a vertical team, or a cross functional team.

You may be creating a new team or establishing a more effective team from an existing group of people. Regardless, you are collectively responsible for the ultimate outcome.

---

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

- Incorporate a process for establishing an effective team
- Create a vision for the team
- Establish cohesive team dynamics
- Launch team accountability

*“Groups help generate courage. Without a sounding board for outrageous ideas, without personal encouragement and perspective when we hit a roadblock, we’d all lose our way.”*  
—Warren Bennis