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The IdeaBridge White Paper Series:
The Leadership Series:
Developing Your Team



THE LEADERSHIP SERIES: DEVELOPING YOUR TEAM

1

Summary

This article deals with the Leader's role in developing strong team cohesion and the Leader's ongoing role to ensure that the team works and grows together toward common objectives. Building esprit de corps is essential and this article gives some solid advice on how to get there.

Developing Your Team

- Leaders give of themselves, their time, their knowledge, and their experience to ensure that their subordinates can grow. They arrange for employees to have opportunities for training and advancement. They don't worry about people leaving their unit, because they always have their employees' long-term interests in mind.
- Often, new Leaders wrongly believe that they must compete with the people close to them instead of working with them; great Leaders have a different mind-set. Great Leaders readily recognize that those closest to them will determine much of the team's success.
- Time spent developing aspiring Leaders is an investment the company's future, and your own.
- One of the best things you can do for the people you are developing, besides modeling personal growth in yourself, is to help them develop their own personal plans for growth. I want to emphasize that growth requires a plan, and as the Leader, you must take the initiative to encourage them to develop that plan.
- The Leaders you've developed must carry-on the tradition of development and produce a third generation of Leaders. If they don't, the building process stops with them. Lasting success comes only when every generation continues to develop the next generation, teaching them the value and the method of developing the next group of Leaders.
- Leaders think in terms of other people. Leaders don't focus on themselves and their own individual success. They think about the success of the organization and other people. To develop others, you must teach them to think in terms of how they can promote others, develop others, take along others.
- The success of an organization is directly proportional to the percentage of time its Leaders spend recruiting, developing, nurturing, guiding and coaching their team.
- A good Leader aspires to be a role model rather than a hero.
- To be a successful Leader, you must develop other successful Leaders around you. You must establish a team. You must find a way to get your vision promoted, implemented, and contributed to by others. The Leader sees the big picture, but he needs others to help make his mental picture a reality.
- Who will take your place? There is no success without a successor to carry-on your vision and work. Do you have a succession plan in place?



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2

- In order to create the right opportunities, you should look at the potential Leaders around you and ask, "What does this person need in order to grow?" Then be proactive in supporting their growth and development.
- Good Leaders, in their teaching, concentrate on personal as well as professional development. Through their information, inspiration and example, they work to develop the potential in each individual.
- No executive has ever suffered because his people were strong and effective Leaders. Don't fear the strengths of others...fear their weaknesses!
- People on the team must be made to feel that they are in an environment where it is safe to offer suggestions or criticism without feeling threatened. Encourage your team to always be looking for new ideas and better ways to run or improve your business.