

Summary

Teams have goals, skills and competencies, just as individuals do. Whenever you reflect on individual performance and opportunities for growth, consider also reflecting on how your team could become stronger. How might you invest in your team's capabilities in order to work more effectively, accomplish great things, and create an environment where people flourish?

Process Overview

1. Introduce the concept of a team growth goal.
2. Agree upon the area you'd like to focus on developing.
3. Set growth goals - how you will measure success.
4. Create a learning and accountability plan.
5. Collectively commit to the goals and plan.
6. Implement the plan, assess progress, reflect, and celebrate.
7. Refine, updated and iterate the plan as needed.

Approaches to Learning Together

- Read a book or article(s) together.
- Listen to a podcast together.
- Attend a webinar or workshop together.
- Bring in a speaker (in person or virtual) to do a presentation or training.
- Have one person do deep learning and present back to the group the key takeaways.
- Ask colleagues from other teams / departments who excel in the area to share their learnings.
- Brainstorm new ways of working. Pull from prior work experiences, content people have already consumed, and creative ideas.

"There are 86 days that are considered good days for a fresh start. But every day is a good day to invest in your team's capabilities."

Episode 031: Planning Growth Goals for Your Team *mini-guide*

 mami eks.com/podcast-031

 @mamieKS

 mamie.kanfer.stewart

Potential areas for team growth and development goals:

- Less time in meetings
- More productive meetings
- More healthy debate
- Better delegation
- More appropriate work-life balance
- Documented and consistently followed core processes
- Greater creativity
- More productivity / less time wasted
- More autonomy
- Faster or more effective decision-making
- Timely, clear communication
- Better time management
- Greater accountability and more deadlines met
- More effective use of technology
- Fewer 'fires' and urgent needs
- Greater focus
- Less conflict or healthier engagement with conflict
- More regular giving of feedback
- More openness to receiving feedback
- Greater transparency
- Stronger relationships between and among team members
- Be more experimental / take more risks
- More learning agile
- Anything else you can think of!

“We all have areas to improve. In order to actually make change, individually or as a team, you need to make a plan and regularly check in.”



Get the full guide by joining

THE MODERN MANAGER

community at

www.patreon.com/modernmanager