



## Building a Connected and Empowered Team

### Team Building Pillars

We have created 4 pillars of team building which help simplify the way you can look at what is needed in building and maintaining a healthy team environment. Teams always function better when there is a strong connection between the members. As humans we strive and long for connection. When we go into fear based thinking, we end up becoming disconnected and focussed only on our own interests and needs.

Below you will find the 4 pillars listed. It is important to be aware of the areas of these that you find easy and the parts you face challenges around. We will work through each of the pillars to help give you a greater understanding of how they may help in supporting your team to thrive.

#### Pillar 1

#### Relationships

- The ability to build and maintain relationships is essential for any team. and the foundation of any business no matter what the industry They create an environment of connection and support which are vital to your teams ability to thrive and create the desired outcomes for your clients. It is always easier to achieve outcomes with solid relationships.

What is going well around your team building relationships, both internally and externally??

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What are some areas of building relationships that you find challenging and could be better?

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## Pillar 2

### **Environment**

- Creating an environment where people can grow and thrive is paramount to a successful business. A safe physical and psychological environment supports people to feel empowered and able to work free of fear and threats. A good environment will also ensure that people will feel empowered to speak up and bring ideas to the table as well as discuss problems and issues.

What is working for your team in so far as building a good environment goes.

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What do you and your team feel you could do better when it comes to creating the environment?

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### Pillar 3

#### Expectations/ Boundaries

- A very important part of building teams is clarity of expectations and being able to hold boundaries. Clarity of expectations may be setting KPI's and other ways of measuring peoples performance. Holding boundaries often relates to managing behaviours or outcomes that aren't within the agreed cultural framework. All of these are important because if people see that boundaries and expectations are not clear, they will generally revert to the path of least resistance.

How do you ensure you are clear with your expectations of each other?

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What could be better in the way you create and hold boundaries

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### Pillar 4

#### Direction/Vision

- A connected and productive team need to understand where the business is headed and their part in that future. If this is not articulated, work can become very monotonous and lacking in direction. It is important as leaders to articulate the vision/direction of the business clearly and often. People like to feel connected to a story that is bigger than their day to day life experience.

What ways are you articulating the direction and vision that work? Both internally and externally?

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What do you feel you could do better as a business around articulating the direction and vision??

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