

Shared Objectives

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Objective Setting

- There is one factor, above all, that influences how well you work as a team:
 - Commitment to shared objectives
- Objectives can be:
 1. Written - this is easy and a requirement of project management methodologies (approaches)
 2. Understood by the team – this is harder
 3. Everyone is committed to them – the hardest of all, but the key to team (project) success.

Objective Setting

- As a team leader or manager, you need to win the team's commitment to the goals. To do so you will need to:
 - Discuss them as a group, where possible allowing the group to contribute to their shaping.
 - Ensure that team and individual objectives do not conflict and resolve where possible, to ensure commitment.
 - Measure success and celebrate it within outside the team.
 - Reward team success to build motivation.
 - Acknowledge and celebrate individual contributions and team achievements.

Building Relationships

- Social Activities
 - Team meal, celebratory drink, common interests, family days etc.
- Work related activities
 - Regular team meetings, open door policy, job swap, team newsletter, notice board, variety of talks e.g. from managers, relevant topics, customer based.
- Workshops
 - Work/topic related e.g. planning day, objective setting, defining processes, defining roles.
 - Personality based topics (different personalities within a team)
 - Outdoor activity based