Communication

LEADER
AN INSPIRATIONAL FACTOR FOR THE TEAM

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*I*n today's workplace collaboration and interdependence are the values that count the most. However, these values can be practiced only in teams. The two aspects that constitute effective teamwork are high individual performances and coordination between individuals. They are to balanced by leaders to achieve high performance and desired outcome. An organization in the long run succeeds with competent teams rather than with a few outstanding individuals. Leaders need to comprehend *that a cohesive team always performs better than a team having one or two towering stars.* The way a team plays as a whole determines it success. You may have the greatest bunch of individual stars, but if they don't play together, the unit won't be worth a dime.

Have a Compelling Shared Vision
Cultural transformation takes place when you have inspiring vision, you have created strong values formed by rigorous implementation plan. Team can achieve success only when the leader sets ambitious goals and therefore the first step for a leader is to work upon a vision, which can bind the people. Values set the frontiers for the team members and build trust without which teams can not exist. Commonness of goal is a basic essential for team building. All team members should be involved in evolving a common goal and should be committed to carrying forward and implementing a shared vision.

Articulating the Vision with Clear Understanding
Leader should ensure that vision is properly articulated to all team members and give them clear directions, autonomy and support so that team is successful in implementing the vision of the organization. *A resourceful leader would convert the vision into hopes of the team members and people see this vision as an opportunity.* When the hopes are generated, people become enthusiastic and give better results.

Developing a Sense of Ownership
Leader should provide clear purpose to the team in relation to the end result the team is trying to achieve. After interacting with the team, the leader should establish priorities of actions by involving team members and also developing a sense of ownership among individuals.

Business success can only be achieved when the team members start giving results, which can come only from highly motivated employees. The employees get motivated if the leader has the ability to engage emotions of the team members and can utilize their full potential. Therefore, the first step of the leader is to inspire himself and thereafter engage the enthusiasm of the team members.

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Creating an Environment of Openness

Leadership is an art of making people work towards a common goal. Leader should help and motivate his team members to bring out their best performances. Leader must possess and demonstrate positive attitude, high energy and should try to create a strong sense of integrity in team members.

A high Performance challenge is the single greatest motivator for a team. *With trust and commitment atmosphere is charged and people give desired results.* Conflict is an important aspect of effective teamwork and hence should not be suppressed in teams. It is leader's responsibility to provide a fearless work environment where the members without hesitation can express contradictory feelings.

Sharing Knowledge and Providing Tools

Leader should ensure that all information, data and knowledge is communicated to team members in order to enhance their contributions, even latest trends and good practices should be shared with the team. Leader needs to enhance competencies of all team members. Recreations, seminars, knowledge sharing forums, outings, joint presentations are good tools to bring cohesiveness among the team members.

Team Reward and Recognition

Increase team members' commitment through on the spot recognition of their achievements. Even a smallest contribution made by the team member must be respected. Leader must encourage and reward those who invest time and energy for achieving goals. As a leader always emphasize on team results and performances and thereby encourage team reward and appreciation for better results.

Leader should ensure that to make the team effective he should combine many factors including shared vision, clear goals and tasks assigned to individuals in the teams, providing appropriate tools, processes to facilitate interactions, help team members to develop their competencies and motivate them by appropriate rewards. Business leaders need to develop Team Reward Policy based on the performance of the whole team instead of individual reward. *Between average and high performing organization, it is cohesive team, which makes the difference!*