

Effective Teams in Challenging Times

Why are effective teams so important in challenging times? Because history invariably proves that organisations who husband their teams well in challenging times, are those who will still be standing at the end of those times.

The Chinese use two distinct brush strokes for the word “crisis”, one stands for “danger” and the other for “opportunity”. Well prepared, cohesive and effective teams can avoid the former and capitalise on the latter in a time of crisis. Focusing on the basic fundamentals of teamwork and hard work can ensure that *when the going gets tough, the tough can really get going!*

Examples abound in nature, the military, sport and especially in business of top teams being a natural and very effective mechanism for ensuring survival in hostile, competitive or rapidly changing environments. In response to changes, threats and challenges an effective team will be far more likely to adapt and survive than an individual or even a group of highly skilled individuals that comes together to form an ad-hoc working group.

The risk in challenging times is that leaders and managers can succumb to task overload and the stresses of the times and lose focus on maintaining the basics of effectively teaming skills within their organisation. This loss of focus only serves to increase the stresses and pressures on the organisation, when focusing on the “people bit” within the team can alleviate them and aid in survival.

7 REASONS WHY TOP TEAMS ARE CRITICAL IN TIMES OF CRISIS:

- 1. Achieve More With Less**
- 2. Meet Cross Functional Challenges**
- 3. Deal with Rapid Change**
- 4. Engaging and Retaining the Best People**
- 5. Drive Effective Project and Alliance Teams**
- 6. Build Mission Focused Teams**
- 7. Maximise Lessons Learned**

Teams truly succeed or fail one relationship at a time. The behaviour of team members, particularly in challenging times, has a discernable impact on team morale, productivity and success. There is far less room for error and duplication of effort in times of crisis.

Different people bring different levels of strength and weakness to any situation and so an effective team is the best possible way to enable individual weaknesses to be offset so that nothing is missed.

Top teams are not only an increasingly vital factor in 21st Century organisations (even across geographically dispersed or home based working cultures), but especially so in challenging times where they are simply “critical” to survival.

"What is needed is not well balanced individuals; but individuals who balance well with each other."

