

Seven strategies to build (and keep) the project dream team

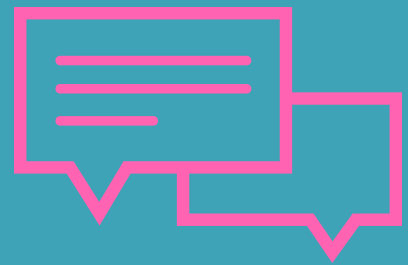


understand that we bring ourselves to work

We must humanize one another! People do their best work when they feel emotionally safe and understood as individuals.

get to know your team

We are all different. Knowing how we are alike and how we are different is a valuable management tool.



TIP: Have your team take a personality type assessment.



customize your approach

Good project management is not a one-size-fits-all approach. It is your job to be flexible and adjust your approach to meet people where they are at.

clarify process, approach and roles

Maintain and *share* a work plan that lists activities, assignees, and due dates. Make sure the team understands dependencies. Confirm expectations and roles before the start of each new effort.



encourage dissent

Creative and *engaged* teams disagree! Create a safe space where alternate opinions and ideas can be expressed. Disagreement should be expressed kindly and in the form of a solution.

learn to listen

Listen for what the person is *really* saying. Questions about process or approach often arise because of tensions in relationships and communication.

HEY!



cultivate trust

Trust is necessary to feel safe. You want your team to feel completely safe with you so they are willing to be vulnerable. Be predictable!

Google found that psychological safety was the #1 thing that led to team success.

Create a culture of excellence

Culture is highly influenceable! Create a culture that allows each individual to be the best version of themselves.