Team Development
Learn Now Guide

Learn on your own

- **Develop a high performing team** by learning the stages of team formation from this article on *Forming, Storming, Norming, and Performing*. Use the tips in the article to identify where your team may be currently and how to get them to the next stage.

- **Enhance your management of multi-generational teams** by viewing this 2 ½ minute Lynda.com video on *Team Building (Managing Multiple Generations)*.

- **Recharge your team** with the ideas in this 4 ½ minute Lynda.com video on *Recharging with Team Building*.

Learn from others

- **Increase your team management skills** by asking your team take this assessment. The best practice is to ask them to be submitted to you anonymously. Then regularly ask for feedback on how you can improve to develop the team.

- **Strengthen relationships within the team** by engaging in regular informal gatherings (e.g., lunch, happy hour, coffee break, etc.)

- **Reinforce the team's strengths and improve areas of opportunity** by taking the time to meet with individual team members, customers (internal and external), patients, and/or clients.

Learn by doing

- **Close the gap** in areas where your team may be struggling. Watch the 5-minute video, *Team Building Without Time Wasting* with your team. Ask the team to answer questions, and then apply the concepts to close the current gaps.

- **Get your team's buy-in**[1] for projects by practicing Appreciative Inquiry (AI)[2]. Ask powerful questions to increase openness and transparency. "See" the positive, future of where your team might go using the concepts of AI.

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[1] Buy-in – agreement, acceptance of an idea as worthwhile
[2] Please see the Learn Now Guide on Appreciative Inquiry.