

HOW TO BUILD A STRONG TEAM

Build Trust

Establish a safe space where team members feel secure, voice opinions, debate ideas, and embrace both respect and radical honesty.

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Hire for Cultural Fit

Bad culture eats your strategy for breakfast. Remember: one apple spoils the bunch. Therefore, do not hire only for functional fit, but also for cultural fit.

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Hire for Diversity

Seek out team members with diverse backgrounds to gain a multitude of perspectives, paving the way for wiser and more informed decisions.

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Hire for the Future

Select candidates not just for current gaps but for future potential—what was needed in the past may not be what the company needs going forward.

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Hire from Within

Developing and promoting internal talent fosters trust and motivates team members, reinforcing a strong culture. Endeavor to do so whenever possible.

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Offer Meaningful Packages

While money isn't the only motivator, designing compensation packages that are both customized and meaningful is crucial to attract and retain top talent.

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Let Go

Let Go of team members who are not a good (Cultural) fit: Disengage with employees whose values misalign with the organization to maintain a constructive and coherent team culture.

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Help before Letting Go

Before firing team members, help them improve! Provide guidance and opportunities for development, aiming to rectify performance issues before making final employment decisions.

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Bolster your HR Function

Recruiting a highly-skilled Chief People Officer can be a pivotal hire. Many teams falter without someone who knows how to hire, develop, and retain great talent efficiently and professionally.

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Ensure Teamwork

Cultivate a culture that values collective effort over individual achievement, making teamwork the foundation of your team's success.

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Delegate Effectively

With a strong team in place, there's no need to be involved in everything. Delegate appropriately and concentrate on areas that truly require your leadership focus.

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Empower your Strong Team

Equip your team members with the necessary tools and empower them to make key decisions independently. This approach not only reinforces trust but also boosts motivation.