



3

STEPS TO GET TO KNOW YOUR TEAM AND LEVERAGE THEIR STRENGTHS

A guide for senior team leaders to help you to know your direct reports better and create a plan to enhance team collaboration

www.preferred-future.com

This leadership guide will help stimulate your thinking about your team's dynamics, ways of working and communicating. Your responses to the questions below will provide you with a valuable resource to plan and implement a strategy to get to know your team better and help you to flex and adapt your style to lead and manage them effectively.

Step 1 – knowing your team

With your notepad to hand, take every opportunity when meeting your new team to observe them. Note down how they communicate with you, each other, stakeholders and clients.

- What do you notice about each person's contribution?
- Who **interrupts** most or talks over other people?
- Who **speaks** the most and when they do speak what do they say?
- Whose opinions do you most **value**?
- Who speaks **least**?
- Who are your big picture thinkers who can **zoom out** and see patterns and trends that are emerging in the organisation and the work that you do?
- Who can **zoom in** and see the detail, analysing with precision how the business is running?
- Who are the **task-focused** ones that take action when needed?
- Who pays attention to other people's **well-being**?

Step 2 – knowing you

Whilst you're observing your team, answering the questions I've posed you above, take the same notebook and review your own interactions with your team.

If you've completed your Insights Discovery profile or MBTI, how do you think you fit in relation to your team members?

Where are the introverts, extraverts? What about the thinking and feeling styles in your team? And the strategic intuitive types/ detailed sensing people?

Step 3 – your strategy

What do all your notes, thoughts and observations tell you about how you and your team work together? What will be your strategy for engaging with them more effectively, paying attention to their unique strengths and preferences? In short, what is your team cohesion strategy?

About Reg Friddle – Reg is Head of Coaching, Training and Team Development for Preferred Future. He is MBTI and Insights Discovery qualified. He works with senior leadership teams across corporate, public and government sectors in Ireland, the UK, USA and EMEA. For information and an informal conversation to explore your leadership challenges, contact Reg:

+353 (0)89 460 9718

Reg@preferred-future.com

www.preferred-future.com

