

Effective Leadership Techniques to Build a Great Working Team



The foundation of almost every productive team is a strong leader. As a business owner or manager, it is important to establish effective leadership techniques to operate your team well. Your employees will be looking up to you to create boundaries and unify the group.

If you are not acting as a strong leader then it is time that you start! Here are a few leadership techniques to build a great working team.

Stay Consistent

Consistency is key. A consistent leader is more trustworthy and creates clearer expectations for the team to make decisions. To be consistent, you must reward the same behaviors, discourage other behaviors, and treat every team member equally.

Use Thoughtful, Concise, and Accurate Communication

Communication can dictate the success of almost any type of relationship. Make sure that you are using thoughtful, concise, and accurate communication when you relay any type of message with your team. This includes emails, phone calls, and in-person discussions.

Publicly Reward Hard Work

Public acknowledgement reassures employees that their hard work is being noticed. Reward your employee with a bonus, PTO, or gift when they perform superior work. See our article on employee rewards for more ideas.

Be a Good Example

Live by example! I am sure that is a phrase you have heard before. If you want your team to arrive on-time than you must arrive on-time. As a leader or manager, the team is looking at you to set the expectations for the company.

Encourage All Opinions and Ideas

Do not discourage employees from expressing their ideas, concerns, or opinions. Different perspectives can create new ideas that benefit the company.

Establish the Goal of Working as a Team

Setting goals is imperative to evaluate the performance of your team. Your goals should be according to your organization's needs, such as cut costs, drive skills, or increase revenue. Defining goals can help your team work together toward a common objective.

Use the SMART framework to create achievable goals:

- Specific
- Measurable
- Achievable
- Relevant
- Time-Bound

Create Ground Rules for the Team

When multiple people spend 40+ hours together, there needs to be ground rules. Your ground rules help create unison and clear expectations for your employees.

Examples of Ground Rules at the Office

- Be on time
- Every team member has the right to make a suggestion
- Dress code

Remain as Transparent as Possible

Your employees want a leader that they can trust. If you withhold information or lie you will jeopardize the relationship with your team.

Show You Care

To be viewed as someone who is a leader they want to follow and be loyal to you need to show that you care about them as well. Spend a little time to get to know the people on your team and what drives them. Once they know you care about them, they will care more about helping you achieve your goals as well.

Leadership habits can determine the success of their team. If you are a manager or business owner, evaluate whether you are practicing strong leadership techniques. A few changes may improve the cohesiveness of your team, therefore helping you reach your company goals.