

THE DONALD COOPER CORPORATION

Speaking and coaching internationally on management, marketing and profitability



Management tool #A-16: ©

Have you created an effective 'Team Culture'?

Whether your business is large, medium or small in size, what you do is a team effort. But how effectively does your Team work together? Here's your 1-page reality check.

Below, are 10 key factors that make a business team work well. For each of these 10 factors listed below, realistically rate your businesses performance. Add the 10 individual ratings together to get your total score out of 100.

Then, have each of your managers and supervisors, and all of your team members, or a cross section of them if your team is very large, also rate your team's effectiveness. Check their individual and total ratings against yours to see how in touch you are with your team's reality.

- ☐ 1. Does everyone on our team understand and share a clear, common purpose and commit to the team's results...or are some just hanging on and not contributing as they should?
- ☐ 2. Do they get all the training, resources and encouragement they need to perform excellently?
- ☐ 3. Do they watch each other's backs, respect each other and make each other look good? Is there zero tolerance for bullying or sabotaging other team members?
- ☐ 4. Do they hold each other to the highest standards of performance...or do they tolerate or protect non-performers? Are deadlines always met? Do meetings always start on time? Is chronic lateness a problem?
- ☐ 5. Do they genuinely enjoy each other's company?
- ☐ 6. Do they produce results together that go beyond what each team member thought they could accomplish on their own?
- ☐ 7. Whatever function they perform, do they make their work seem easy, almost like a dance?
- ☐ 8. Do they see what needs to be done and just do it, without being prompted?
- ☐ 9. Are there some team members who make up their own rules, or exhibit toxic behaviour?
- ☐ 10. Have you created a culture of measuring, celebrating and rewarding success and quickly but fairly dealing with non-performance?

☐ **Total Score out of 100.** What do the individual scores and the total score tell you about what needs looking into or fixing in your business or department? Would these findings be a good subject for a team meeting? What will you do with what you find out?

Donald Cooper, MBA, CSP, HoF, has been both a world-class manufacturer and an award-winning fashion retailer. Now, as a Toronto-based international management speaker and coach, he helps business owners and managers to rethink, refocus and re-energize their business to sell more, manage smarter, grow their bottom line...and have a life.

Donald can be reached at 416-252-3703...or by email at donald@donaldcooper.com in Toronto, Canada. For more info, or to receive our free, weekly 'straight talk' Management Blog, check out our website donaldcooper.com.