

# Birn + Partners

Executive Search & Consulting

*White paper*



## **Leadership Development**

*Get your leadership team ready for  
future business transformation ...*

**Management  
as a Team**

## Management as a Team

Leadership development is a set of activities that prepare current and future leaders to perform effectively in their roles.

This integrated discipline includes topics such as effective leadership, how to motivate employees, enhance communication skills and awareness, evaluating leadership styles, understanding workflow in different functions and industries, and change implementation and management. Building the right team and getting it aligned is one of the most important parts of leadership. It is a process and a journey, where success is not only about complimentary skill sets and potential but also about trust, integrity and chemistry.

Birn+Partners customized services allow organizations to develop the leadership competencies and culture needed to meet specific challenges and business realities.

### WHAT IS TEAM MANAGEMENT?

Team management is an essential concept in every field where individuals with different skills work together to achieve a common goal. For example, in business, team management is all employees' collective and orchestrated effort to achieve organization objectives.

### IMPORTANCE OF TEAM MANAGEMENT

Each individual performs their job and tasks as per the requirement. But the collective effort of everyone is what companies want to achieve their business goals. This is where team management and teamwork are essential.

In a team-building exercise, any issues among team members have to be resolved, the best skills have to be used, and the business goals must be met as a part of team management.

### ADVANTAGES OF MANAGEMENT AS A TEAM ARE:

#### ***Team Enablement***

With proper team management, the leaders can find the teams' skills gaps and help them fill them through group training and discussions. Team members can help each other learn and understand the overall objectives and get enabled.

#### ***Increase in overall employee job satisfaction***

Effective team management can better understand the team members, managers, and leaders. This leads to an increase in overall job satisfaction among the team members. Teams work in synergy and understand each other better.

### ***Effective collaboration***

Proper team management leads to working collaboration among the group. Teams can divide work effectively as per the skills of individual team members and individuals. This can lead to an overall improvement of the output.

### ***Improved Results***

If the team works effectively through proper management, then the overall synergy makes sure that the output is improved, and better results are seen from the team. Therefore, effective teams can achieve much more than disengaged and unmanaged teams.

## **7 STEPS TO BUILD GREAT TEAMS**

What makes a team great? What are the qualities that make them stand out? Here are a few reasons:

- Great teams work towards common goals.
- They are the leading decision makers.
- Great teams work in streamlined processes.
- They resolve conflicts in an amicable way.

Team building is an essential part of work in any company. It does not matter which sector you work in; the principles are universal. It applies to project management, services management and is known to be effective. These steps if applied well will help you build great teams at the workplace.

### **1**

#### ***Building Trust***

The team consists of people who have their own and unique way of going about work. They can agree or disagree on certain aspects and even recommend changes.

When working in a team, there will be exchange of information and resources. A good manager will trust the team members and let them complete the work. This will build confidence in the team members.

2

## *Create a competitive atmosphere*

One of the best ways to encourage team members to work is to create an atmosphere that is conducive for work. This is possible by providing some kind of incentive to individuals or groups.

You will be encouraging team members to think out of the box and create new plans and ideas. The competitive spirit once kindled can go a long way to ensure that the work will be highly productive.

3

## *Focus on common interests*

It will be easy to get the work done if all the team members are given well defined roles. Each one of them must be aware of the work they have to do and the role they play in the team.

Team members must have common goals and a strategy in place to achieve them. This means mutual cooperation for different work areas and shared information.

4

## *Create a team identity*

This is to motivate team members and make them be loyal to each other from a work point of view. Some of the great companies of the world follow this practice of creating a team identity.

Events such as project completion, promotions can be a part of team activities. The members can associate with the team's name and follow a common value system for all work-related tasks.

5

## *Conflict Resolution*

There is no team present in the world which does not have any disagreements. These are bound to happen as many people associated with the team have a different way of thinking.

It takes motivated minds and a positive attitude to resolve the inner conflicts of teams. Those that can handle them well will be able to work with all and deliver fantastic results.

6

## *Recognize team achievements*

The best way to motivate a team to work harder is to recognize their efforts. There are individuals who sometimes contribute towards the team and make sacrifices.

When their efforts get recognized across the team, it gives them a sense of achievement. This in turn will have a ripple effect on the entire team as everyone is now motivated to perform better.

7

## *Build healthy working relationships*

The concept of working in a team does not mean that you stick only to work. You can connect with a team member at a personal level and get to know how he/she reacts in a particular situation.

A good manager will foster healthy relationships with team members. They know that keeping the team in a positive frame of mind directly affects the work output. It is important for team members to know each other and create a working relationship.



For more information about our leadership services, please contact one of our Executive Consultants at **[birn-partners.com](http://birn-partners.com)**

**Birn+Partners** is a recruitment and leadership advisory firm working with attraction of talent and transformation through people. We advise agile organizations to attract and position the next leaders that can navigate into the future with success. Our 60 global consultants across 12 offices in 8 countries are strong in delivering world class talents and helping in building high performing teams in organizations. All consultants are experienced former business leaders that know the different opportunities and challenges ahead.

Birn+Partners helps clients navigate the future through executive search, leadership consulting and board services. We focus on being one stop for you with our large service portfolio as a successful organization need today. The key differentiator for our services are the 8000 European executives that have participated in developing and adjusting our service portfolio so we can deliver the talents of tomorrows success.



## Executive Search

With a customized search engagement and assessment process, we take pride in finding the right talents that fit your organization. We have a thorough insight into your markets and industries and we work across borders to find the talent that can take your organization to the next level.

We promise long term commitment to you and the success is far more than the placement of the right leader, it is to get the leader to thrive from start. Our FIRST 100 program takes the new leader fully into your business, team and culture dynamic and ongoing leadership development. We focus on quality in representing you as our client and the trust given to us.

## Leadership Consulting

With improvement of leadership to teams and individuals, we bring you to the next level and prepare current and future leaders to perform towards achieving a strategic organizational goal. Building and shaping the right team is a process and a journey where success is not only complimentary skill set and potential but also about trust, integrity and chemistry. Allow your organization to develop the leaderships competencies and culture needed to meet specific challenges and business realities is important to meet the challenges of tomorrow. Examples of services within consulting are; assessment of individuals and teams, coaching and career advisory, strategy implementation.

## Board Education

Together with top executives, private equity companies, lawyers, and auditors we provide our own state-of-art Executive Board Education. More than 200 executives have already successfully completed the master program. We have tailored a 5-day certification program guiding executives for the board of director role and new skills in handling the dimension between management and board.