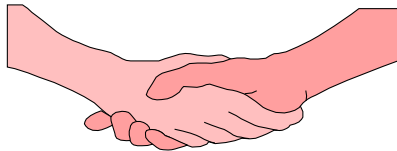


## **Team-building**

Refer to the paper Safety Team, Team-Building on web-site [ohschange.com.au](http://ohschange.com.au)

### INITIATING CHANGE

- When initiating change remember “People support what they create”



Teams-Teams are small groups of people with complimentary skills who work together as a unit to achieve a common purpose for which they hold themselves collectively accountable.

#### **Effective teams**

Create clear roles & goals

Willing to try new ideas

Build mutual trust

Ensure mutual accountability and a common purpose

Establish clear rules for behaviour by the team

#### **Creating high performing teams**

Get the vision, scope and objectives right

Create expectations

Call a spade a spade

Get the right people

Require people to do their homework

Never move slowly on critical personal issues

Constantly upgrade skills

Build trust through appropriate self-disclosure

Consider “What’s in it for me” from the perspective of the other person

Create short-term wins

Celebrate success

Clearly defined roles

Have fun

Be a bit crazy when appropriate (calculated risk-taking is good!)