

Conclusion



Teams are an integral part of any business. The key to successful team building is addressing the importance of chemistry between team members. It is not enough to have a group of people work on a project; people have to connect and balance each other's strengths. By focusing on the group's chemistry as you build the team, you will increase the chance of avoiding pitfalls and will develop a sense of unity among your coworkers.

 **Summary**

 **Conclusion: Completed**

Summary



As a manager, you're not in charge of career development, but you are responsible for it. Rather than driving the course, leverage tools that make you a helpful passenger and guide.

Support employees by helping them discover more about their own potential and interests—rather than set goals for them. Try various methods to help them learn and grow based on the situation. Check the boxes below as you commit to these team development methods:

1

Learn what matters to your team. Understanding their strengths, interests, and values will help you leverage their skills and help them develop careers they love.

2

If you're stuck, try a **gap analysis**. This tool helps identify skills to cultivate—that get you from current know-how to future goals.

3

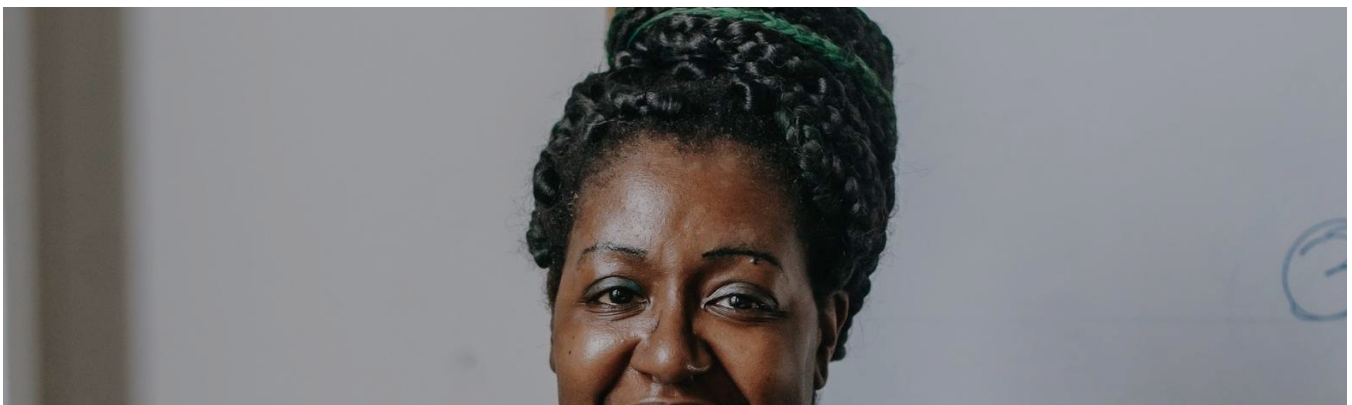
You're never limited to one **training method**. Instead, mix-and-match or blend types like *hands-on* or *e-learning*. Think about your goals, audience, constraints, and current tools as you plan the best approach.


4

Commit to regular **one-on-one meetings** with *everyone* on your team. Keep meetings employee-specific and let your team members drive the conversation. Use the time to incrementally improve performance and build strong relationships.

5

Remember that your job as a coach is to empower, not to dictate. Try the **GROW model** with your coachees: set a **g**oal, do a **r**eality check, explore **o**ptions, and determine a **w**ay forward.





Managers who uplift their employees ensure *everyone* achieves a higher standard of excellence.

This eLearning course has given you increased knowledge and insight into the theory of teams and the importance of teams in workplace activities. You have learnt how to build teams effectively while promoting, evaluating and improving team effectiveness.

You're ready to lead your team to develop and *thrive!* Thank you for completing this course. You are now ready to progress to the Summative Assessment.

CONTINUE

Conclusion: Completed



Congratulations, you have successfully completed the Formative Assessment!
You may now close this window and progress to the Summative Assessment.