

# HOW TO DEVELOP WINNING TEAMS



Teams operate just like a community where everyone one has a role to play. Some fetch the water, others work in the fields, and some have the task of preparing the meals. It does not matter what the task is, every job is important for the community to operate efficiently. It is the role of the leaders to ensure everyone is aligned with the community objectives and has a role to play. The same applies to an organisation.

Leaders are critical in bringing the best out of people, ensuring they understand the goals and what is expected of them. When people feel part of the organisation, they are engaged and will go the extra mile. They do what it takes to get the job done, and they support each other. Winning teams enjoy the pleasure of celebrating together, and this ultimately keeps them engaged together.

*If you want to go fast,  
go alone. If you want to  
go far, go together.*

African Proverb

Winning teams are the backbone of every successful organisation, sports team or nation. They are not born but cultivated by strong leaders that understand what it takes to bring out the potential in every single individual.

## TOOLS

### The 5 DYSFUNCTIONS OF A TEAM by Patric Lencioni.

- 1 **ABSENCE OF TRUST**  
teamwork is founded in vulnerability
- 2 **FEAR OF CONFLICT**  
once trust is established, team is unafraid of debating ideas
- 3 **LACK OF COMMITMENT**  
team must buy-in & commit to decisions despite initial disagreement
- 4 **AVOIDANCE OF ACCOUNTABILITY**  
teammates must hold each other accountable to group decisions
- 5 **INATTENTION TO RESULTS**  
team is focused on the success of the project & getting results

### The TOTAL LEADER programs from LMI

- PERSONAL PRODUCTIVITY**
- PERSONAL LEADERSHIP**
- MOTIVATIONAL LEADERSHIP**
- STRATEGIC LEADERSHIP**

## APPROACH

