

Happy Holidays!

This time of year is magical, joyous and sometimes a bit chaotic. Be sure to make time to relax, reflect, rejuvenate and enjoy the good company of family, friends and colleagues. Thanks for placing your trust in Bergeron Associates over the past year and best wishes for a Happy Holiday Season!

COMMITMENT 2006: RE-POSITION YOUR TEAM TO SOAR!

By Carol Bergeron

You and I both know that organizations get work done through people and most often through the collective efforts of people. Why? Because processes and projects critical to sustaining an organization, cut across functions and levels within and outside the organization. Thinking out loud with others leads to better ideas than when thinking alone. Working in a group is fun, unpredictable at times and satisfies a basic human need – interaction. So here is a leader's checklist for re-igniting individual and team effectiveness. Let it complement approaches you already use and position your team to soar in 2006.



1. Re-Assess the climate and environment

What has changed since the team's purpose and goals were initially established? Change may be instigated by external factors such as customer expectations, the competition, the marketplace, the economy, technology and new compliance issues. Change may also result from factors internal to the organization such as your overall business strategy, the tools and processes used to execute business strategy, expectations and priorities of leaders and performance of the organization.

2. Re-Visit goals and purpose

Your environmental scan may suggest refinements to the purpose and goals of the team. Clarify the team's intention and objectives since people work best when expectations are clear. Linking team goals to those of the organization tends to increase the motivation and commitment of individuals. What better time than January to re-establish a common direction?

3. Re-Fresh the mix of talent

What knowledge, skills and expertise do you need in order for the team to succeed? Consider technical and functional knowledge, interpersonal and political savvy, team member and project leadership behaviors. Compare the existing talent mix to those you need. The gaps, if any, may warrant additions to your team or the development of specific abilities of its members.

4. Re-Energize relationships

Relationships start with one-on-one interaction and can continue to blossom in group settings. Help each person individually understand what he brings to the table, how she can best contribute and what he stands to develop and gain by contributing to the team and the organization. These types of genuine conversations build confidence, trust and commitment – key ingredients to an effective team.

5. Re-Unite the team

Re-unite the team by engaging members in conversation on all of the above. Solicit their ideas and concerns and fine tune together as a team. Reinforce processes the team agreed to use such as how the team: communicates, helps each member develop and grow, makes adjustments to get the right mix of talents, resolves conflict, makes decisions, measures outcomes and holds each other accountable.

6. Reward accomplishment

Celebrate achievement. Build momentum by crafting milestones that are frequent and achievable by the team. Celebrate personal growth and results generated by team members. Pull through with rewards and incentives to maintain credibility and foster a cadre of volunteers for future teams.

Establishing an effective team is not a one shot deal. That is why all the subheadings above start with "Re". Connecting an individual's personal goals with those of the team and organization requires on-going listening, thought and conversation. After all people's needs and desires change just as do those of the organization. Perseverance will serve you well as you position your team to soar in 2006.

OUTSIDE INSIGHTS

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Current Management & IT Consulting Trends, What it means to you

Derek Smith, author and director of research at Kennedy Information, will share Kennedy's latest research on consulting trends and how they may impact the way you need to compete, modify your business model or change your pricing models in order to succeed.

January 12, 2006, Holiday Inn, Newton, MA

5:30 PM registration, 6:00 PM organized networking, 6:30 PM program

<http://www.imcne.org>

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