

# Building a 'Dream Can'

## Achieve Dynamic Results

### Question:

How do I build and manage an effective team?

### Answer:

Whether in the office or on the court, a combination of factors determines the success or failure of a team. From interdependence among members to contextual conditions, you must learn the specific strengths, weaknesses, and synergies of all team players to ensure success. Here are some practical suggestions to achieve positive results with a team:

- Make sure you need a team to complete a project before assigning roles. Teamwork is not always the most efficient means to get a job done.
- Choose the right individuals. Every successful team needs a strong leader, internal co-operators with great inter-



personal skills and individuals adept at bringing in new ideas and resources.

- Remember that smaller is better. A group size of 10 or 12 keeps communication solid and purpose clear.
- Realize that cooperation is more important than friendship. Make sure the team leader fosters a culture of respect and open communication, limiting conflict to relevant professional issues.
- Recognize individual contributions along with team results. Inspire your team members by showing sincere, specific, timely, and public support for their hard work.

attributes that make people feel more comfortable in a specific role. No matter what role you play on a team, responsibilities should be clearly defined and all teammates should respect one another's contributions.

- A team leader must be capable and willing to help members get through rough spots and take advantage of emerging opportunities. Attributes include the ability to spearhead the effort, good communication skills, experience handling teamwork, and clear understanding of the project and team goals.
- Team players include people with diverse skills and personalities. From cooperative "soldiers" who complete the tasks they're handed to innovative "boundary spanners" who garner outside resources, a variety of personas are important. Attributes include reliability, constructive communication, active listening, cooperation and flexibility.



**Patrick B. Ropella**  
*Chairman & CEO, Ropella*  
Tel: (850) 983-4777  
Web: [www.Ropella.com](http://www.Ropella.com)

Patrick Ropella is Chairman & CEO of the Ropella Group an international Executive Search, Leadership Transformation, and Corporate Consulting firm. He authored the book and web-based training program, *The Right Hire – Mastering the Art of SMART Talent Management*, and has seen his content featured in many trade magazines, business publications, and industry journals. Patrick regularly speaks at webinars, career fairs, and conferences.

### Question:

Am I a team leader or a team player?

### Answer:

Even team leaders need to be team players, but there are certain