Team Leadership

Definition
Must be able to build cohesive and productive work and project teams in order to achieve the required outputs, either as a work unit or as a component within the organization.

Key Words: Managing Meetings; Inspiring Team Members; Facilitating and Supporting.

Behavioral Indicators:
1. Values the contribution of all team members.
2. Focuses own efforts on working with the team to achieve the desired results.
3. Participates in activities that lead to a sense of identity on projects.
4. Motivates and inspires others to self-empowerment and self-respect.
5. Evaluates performance of the team in order to ensure the achievement of the team's objectives.

PROFICIENCY LEVELS: Team Leadership

LEVEL I
- Ensures that groups have all the necessary information and explains reasons for a decision.
- Creates the conditions that enable the team to perform at its best (e.g. setting clear direction, providing appropriate structures, getting the right people).
- Sets a good example by personally modeling desired behavior.
- Expresses positive attitudes and expectations of the team and team members.
- Displays willingness to learn from others, including subordinates and peers.
- Solicits ideas and opinions to help form specific decisions and plans.
- Publicly credits others who have performed well.
- Provides the resources and tools for teams to complete their tasks.

LEVEL II
- Recognizes the value of using teams to accomplish work-unit or the departmental objectives.
- Acts to build team spirit for purposes of promoting the effectiveness of the group or business process.
- Discusses progress of projects periodically with the team to ensure the goals and objectives of the team can be accomplished.
- Encourages groups to work together by agreeing the goals, processes, tasks and completion of tasks.
- Applies group process skills to assist the team achieve their results.
- Recognizes and praises the team for their effort and achievements.
- Acts to promote good working relationships regardless of personal likes and dislikes.
- Encourages the achievement of results through teamwork, co-operation and collaboration.

LEVEL III
- Uses complex strategies such as team assignments, cross training, etc., to promote team morale and productivity.
- Encourages teamwork through the use of appropriate verbal and non-verbal messages.
- Creates an environment that encourages open communication amongst team members.
- Creates an environment that encourages collective problem solving amongst the team members.
- Seeks consensus among diverse viewpoints as a means of building group commitment.