

The Link Letter

Teams are becoming the most common business unit for high performance. Although the word gets used loosely and not always appropriately, there is universal acceptance that teams create opportunities for high performance results. A team's performance includes both individual results and collective work products, which yield sums greater than its parts.

Most executives advocate teamwork. Teamwork represents a set of values that promote individual and collective performance. Teams value listening and communicating, sharing work responsibilities, provide support and can even make work more social and enjoyable. Members are supportive of one another and recognize the interests and achievements of each other. When they are working the way they should, they are incredibly effective in achieving high performance results.

This article examines the elements of effective teams, what makes them work well, and presents team building steps that will increase team performance through the use of focused feedback and follow-up.

Jon R. Katzenbach and Douglas K. Smith (*The Wisdom of Teams; Teams at the Top*) provide the definition of teams: