

# How Do You Create a High Performing Team?

- 1 Trust, transparent, collaborative
- 2 Empower your team to make their own decisions
- 3 Ensure the right people with the right business expertise are present
- 4 Collaboration, mentoring, training
- 5 Allow a safe environment for feedback
- 6 Develop opportunities for shared experiences
- 7 Allow the team to be creative by giving them the time and space they need but give them a deadline
- 8 Embed natural leaders
- 9 Constantly focus on objectives and communicate progress towards objectives
- 10 Create quick wins to establish a climate of success
- 11 Get to know other team members at a personal level
- 12 By contribution
- 13 Enthusiastic focus and support towards a vision
- 14 (Agile) embed the BAs on the team and PO, BA, and SM work closely together
- 15 Diversify using Myers/Briggs MBTI and/or cross functional involvement

TIPS DEVELOPED THROUGH COLLECTIVE INTELLIGENCE AT THE BBC 2012

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