



# Building and running a team

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## **Preparation**

- Understand the problem
- Define the solution at a high level
- Define the roles

## **Create the team**

- Select the right people
- (Take hard decisions about people you inherit)
- Induct new members

## **Begin to build**

- Communicate the objectives
- Communicate the roles
- Provide a positive focus

## **Begin work**

- Launch or re-launch
- Work with the team to refine the solution at a lower level
- Support them

## **Run the team**

- Monitor them
- Give feedback
- Praise success

## **Keep it fresh**

- Constantly challenge
- Seek improvements
- Celebrate regularly