

Characteristics of Successful Teams

Clear and Elevating Goal

- Goal has to reflect group/community values
- Use words and pictures to describe and market the mission
- Just beyond reach but nonetheless possible: BHAG

Results-Driven Structure

- Balance between process and product
- Give participants immediate feedback
- Maintain communication among stakeholders

Competent Team Members

- Build community capacity
- Encourage and inspire wide participation
- Diverse and balanced leadership

Unified Commitment

- Team spirit
- Commitment from all levels of organizations
- Identification, respect with others on the team (there is no "I" in T-E-A-M)

Collaborative Climate

- Understand the obstacles to collaboration
- Build relationships
- Collaboration as a journey, not a destination

Standards of Excellence

- Performance measures
- Project outcomes
- Evaluate, refine, revise

External Support and Recognition

- Diversified financial support
- Recognition for accomplishments – celebrate successes
- Internal support from partner agencies

Principled Leadership

- Embrace diversity and conflict as learning opportunities
- Consensus building
- Foster vision, a belief in the opportunity for change, and opportunities for meaningful involvement