

5 simple tips to help build a resilient team in turbulent times

Teams face numerous challenges that can disrupt their performance. Whether it's economic instability, global crises, or organisational changes, the ability to adapt and stay resilient is crucial for a team's success.

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Resilient teams offer a multitude of benefits that are invaluable in today's fast-paced and ever-changing work environments. Firstly, they are better equipped to weather adversity and quickly adapt to unexpected challenges, ensuring the team's continuity and continued productivity. Resilient teams also foster a more positive and supportive work culture, where trust, open communication, and collaboration thrive, leading to increased creativity and problem-solving abilities. Team members in resilient teams also experience reduced stress and burnout, resulting in higher job satisfaction and retention rates. Ultimately, resilient teams are more likely to achieve their goals, exceed performance expectations, and contribute significantly to the organisation's success, making them a vital asset in today's turbulent times.

Building a resilient team requires a deliberate and strategic approach. This article outlines five simple yet effective tips to foster resilience within your team during turbulent times.

1. Focus on the Reason the Team Exists

Every successful team must have a clear understanding of its purpose and why it exists. In turbulent times, this sense of purpose becomes even

more critical. Team members need to know how their work contributes to the larger organisational goals. Ensure that the team's mission is well-defined, and regularly communicate it to team members. This reason becomes their North Star. A shared sense of purpose motivates and unites the team, even in the face of adversity, by reminding them of the bigger picture.

2. Clarify the Team's Results

Resilient teams are outcome-driven and you can never give your team too much clarity on the outcomes expected of them. It's essential to set clear and achievable goals for your team and regularly review progress. Break down larger objectives into smaller, manageable tasks and track them. Transparency in goal setting ensures that team members understand their role and know how their work aligns with the team's and organisation's goals. This clarity fosters resilience by giving team members a sense of control and achievement.

When team members are clear on their objectives as a team, it's also easier for them to collaborate with each other without slipping into resilience sapping over-collaboration. Encourage team members to collaborate effectively with each other and it can only strengthen resilience.

3. Design Effective Routines

Establishing effective routines is key to maintaining productivity and resilience in turbulent times. Teams should create a structured work environment that allows for consistency and predictability, without dipping into boredom. Develop routines for daily and weekly activities, such as meetings, task prioritisation, and communication protocols. These routines help team members stay organised and focused, reducing stress and promoting adaptability when facing unexpected challenges. Ensure

that your routines allow for a bit of human connection and not just relentless execution of tasks. This creates a sense of belonging which gives energy to team members.

4. Build Great Relationships

Strong relationships within the team are the backbone of resilience. Team members must trust and support each other, as well as feel safe to express their concerns and ideas. Encourage open and honest communication, provide opportunities for team building, and offer support for personal development. When team members feel valued and connected, they are more likely to collaborate effectively and bounce back from setbacks as a unified group.

5. Monitor the Team's Energy Levels

Maintaining a high level of energy within the team is crucial for resilience. Leaders must be attuned to the emotional and psychological well-being of their team members. Regular check-ins and feedback sessions, both with individual team members and as a whole team, are essential to gauge the team's energy levels and address any issues promptly. Encourage self-care and stress management strategies, such as mindfulness, time management, and work-life balance, to help team members stay energised and focused.

Building a resilient team in turbulent times is not an overnight process, but these five simple tips can set you on the path to success. By focusing on the team's purpose, clarifying results, designing effective routines, building great relationships, and monitoring their energy levels, you create a foundation for adaptability and growth. Resilient teams not only withstand challenges but thrive in them, emerging stronger and better equipped to handle whatever the future may bring. So, invest in your team's resilience today, and you'll see the benefits in the face of any

storm.

Alison Grieve and Jenni Miller are leadership & team coaches and co-authors of *Leading Edge: Strategies for Developing and Sustaining High Performing Teams* (Practical Inspiration Publishing, out now).

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