SET DIRECTION
Leadership's primary ingredient is vision and direction. This is particularly true when working as a team. You see this in football too, when a quarterback is not clear, plays are botched. By clearly setting goals and objectives, everyone knows where they need to be and what is expected of them.

PROVIDE FEEDBACK
Give your lieutenants a consistent place to meet with their reports. Jobsites are not always the best for long-range planning or employee reviews, so consider making arrangements for a more private setting. One idea is to rent a temporary conference space if your corporate office is far from the jobsite. The uninterrupted time will cultivate ideas and provide a safe place for feedback.
**TOP 5 WAYS TO ACTIVATE TEAMWORK**

**BUILD TRUST AND RESPECT**
By building trust and respect you’ll anchor employees as project timelines fluctuate. These changes alter work scope and often create confusion and stress. Open, transparent communication enables team members to target potential shortcomings upfront and address these gaps and make adjustments.

**INVOLVE EVERYONE**
Commercial construction teams are made up of various members with distinct expertise and varied responsibility. This can create divisiveness. To solve this, invite everyone to join together in-person at least once a week. Consider arranging a jobsite breakfast or lunch where individuals can connect in a casual and social way.

**ACTIVELY COMMUNICATE**
Listening is the first step to great communication. No one likes a boss who just stands around and barks orders. Listening means you take the time to ask your team questions. This gives you invaluable information about project health and makes your team members know you care.