

HOW TO DEVELOP A GREAT TEAM



4 tips for owners and managers

1. SHARE YOUR VISION

Your key team members need to have and to feel a shared vision for where your business is headed – they need to be, and feel, engaged in the direction and purpose of the business.



2. PROVIDE CLARITY

Each team member needs to be absolutely clear on their roles, responsibilities and accountabilities – what's expected, where they are adding value, and where they can improve, focus and shine.

3. DISCUSS PD GOALS AND SUCCESSION

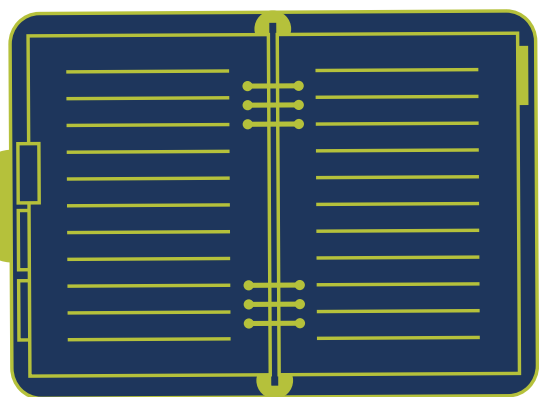
Discuss your team's professional development goals and how they fit with your succession plans. Have these discussions at least once a year. Schedule them properly, be prepared, and separate them from performance reviews.



4. DOCUMENT YOUR PLANS

Your Business Plan needs to be clear and shared with your team.

You also need a Professional Development Plan for your key team members' development and growth, plus a Succession Plan for their future career track.



For staff management tools and advice, contact the team at JPAbusiness on

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