The Leadership Shift – Conditions for Thriving Teams

I have been thinking quite a lot lately about teams, especially ahead of our Leadership Shift; Harnessing the power of your team online sessions planned for Tuesday and Thursday next week! As a team coach of the last 7 years and even before that in my various corporate roles I have worked with many teams, many different types of teams. As we all are, I am also part of a number of different teams in my personal life; my family team, the Synergy for Growth team, my hockey team, the team I am part of in scouting in our local community just to name a few. We could get into a debate as to whether these are true teams and what a true team is, what are your thoughts? In my view a team is a group of people that come together that have a common purpose, that require them to connect and collaborate to achieve their own and the team endeavours. A team to me is any group of people who together can create something truly quite amazing which they wouldn't be able to do alone as individuals. Rolling out the good old **Synergy** definition again 😊.

If you've been reading any of my content of late you will know that I am not long returned from the trauma release method graduation long weekend; which I am still reflecting on and still integrating a lot of my learning. In my reflections I recognise that a huge factor to what made that trip so brilliant was coming together as a team, I really hadn't considered myself to be part of a team in the training cohort before now. There were 12 of us, with different levels of knowledge and skills, different backgrounds, different places in our learning together and slightly different priorities. We had been working together, online and apart for the previous 12 months and this was the first time we had come together in our entirety as a team. Given this, I was struck by the levels of rapport and trust, understanding, connection and our ability to

communicate openly, honestly and clearly with each other. I was struck by how supportive we all were of each other, how empathetic we were to each other's challenges, we had some similar but many different challenges.

I've been reflecting on this and drawing on my experience with working with teams in the corporate world and thinking about this team, so what was it? What were the things that enabled us as, as a group of people, as a team, that had never come together face to face before, that had worked together online, supporting each other in different ways over a period of time, to forge such strong connections so quickly?

My reflections have led me to these factors:

We all had **common goals**. We were all there to demonstrate and refine our learning.

No one came with an **ego**. There were no hidden agendas or judgement between us, we were all supportive of each other's endeavours and came together to support each other's success and the programmes success.

The environment and conditions in which we were together (although the location was unknow by most of us) were bounded in **safety**, not just physical safety but **emotional and spiritual** safety (I am not referring to religion here). The support and challenge from the group enabled this but really the conditions were set by the team leader, our teacher @natashadegrunwald

Strong **ethics** and **integrity**, needed and essential to doing any kind of coaching and body work. Again, as with safety, a very clear and strong value of Nastasha's which she brings to all her work and lays as foundational for all her students and clients a like.

Open and **honest communications**, it helped that we were all either trained as or training to become coaches, so strong communication skills and being in **presence** with one another was at the core of our interactions. Bringing inquiry and seeking to understand each other's point of view, each other's takes on things, and generally being curious with each other, being prepared to ask questions and taking them a little deeper than surface level.

It was these factors, with some others that I will share in the next newsletter, together with the weekly (almost) online sessions together, that fostered an environment where we felt quite quickly, comfortable to open up, to be vulnerable, to speak about what was making us nervous, to speak about whether we felt that we had done enough learning, in advance, to ask for help, to just have a go and experiment with each other without worrying how those things might be received, whether there was a right or wrong.

I can not tell you how important it is for people to feel like they are being heard. To be met with empathy, support and kindness. For teams to feel like a place we belong rather than just somewhere we work, we need to create space for everything to be brought up and tackled without fear or concern that we will be rejected or that we will meet resistance. We need to create spaces where we can explore what is on our minds without feeling we will be judged or we might upset others. Just being open and honest to bring what needs to come into the room. I think that's hugely important and is such a strong part of being an authentic leader.

Obviously having a team full of empaths who are kind, compassionate and out for the greater good is a huge advantage but surely this is somewhere we should be aiming for??!!!

As always we welcome your thoughts on any and all of the views shared in this week's newsletter.

Please do get in touch and don't forget if you want to understand more about how you can lead your team to be at their best sign up to join us next week or register for future events.

https://synergyforgrowth.co.uk/embracing-the-leadership-shift/

As always, we would love to hear your views.

Please message me directly at caroline@synergyforgrowth.co.uk or complete our contact form and we will get right back to you: https://synergyforgrowth.co.uk/contact-us/