

# Super Teams

## Super Teams Require Super Individuals

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“*Super team*” is a phrase often used to talk about men’s NBA teams, as Paaras Parker discovered when she Googled it. But super teams exist well beyond the world of basketball.

Whether in the office or on the court, a *super team* is comprised of skilled and often diverse individuals who are led by a *super coach* (aka the leader). Oftentimes these individuals are forced together because they have

certain skills or experiences to fill a job—and that’s why you can’t have a *super team* without a *super coach*.

*Super coaches* set the pace for the team. They lay the foundation of the criticality of practice that will pave the way to bringing a team to a *super* level. *Super coaches* set expectations and then give their people the space to take ownership and lead themselves toward *super*.

### MAIN POINTS

- **Super teams are made up of super people.** These individuals are *meaningfully unique*, meaning they have something only they can bring to the table. Like iodine in salt, they are also *effectively invisible* by doing exactly what they need to be doing without any bells and whistles to make it possible. Lastly, these people *focus forward* and know what they are, what they are capable of, and what they will do to push the needle further on team goals.
- **Super teams adjust well.** Change is the only constant, and *super teams* are able to adjust on the fly based on whatever comes their way. They are able to shift even in moments when they might not want to.
- **Super teams are diverse.** They are made up of people who not only think and act differently but who lean into those differences. With diversity can come tension. People won’t always get along and sometimes it gets uncomfortable, but *super teams* know working through conflict is a necessary part of the process.

“Super teams and super coaches are people that can adjust no matter what’s happening.”