

Leadercast™ Super Teams

What Makes a Super Team?

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Super teams are made up of people who work together to accomplish a goal efficiently and effectively. There is no *one* answer to what it takes for leaders to get their teams operating at their best, but when teams are *super*, they are able to address and manage the difficulties and tensions that come their way. They care and are invested in the growth and well-being of everyone on the team. *Super teams* empower others and communicate everyone's worth. They don't rely on the leader to set ideas but bring

their own thoughts and opinions to the table.

As leaders, it is our job to serve as facilitators and foster these qualities required to establish *super teams*. We must create a psychologically safe environment where diversity of thought is welcomed and people feel safe to share their ideas, opinions and tensions.

Empower your people and create a workplace where everyone has each other's backs and you will be well on your way to being *super*.

MAIN POINTS

- **Good teams have good conflict.** All teams experience conflict and tension whether or not they are addressed. Don't sweep conflict under the rug. Have a system in place to accelerate conflict in a healthy way. Responding quickly to conflict shows you care.
- **Create a psychologically safe environment.** Show people you have their back and let them know they are valued for their ideas. When people feel psychologically safe, they are more likely to share their ideas and voice conflicts instead of deferring to the senior leader in the room.
- **Be mindful that time is a factor.** Super teams know they have the permission to explore new ideas, but they also structure their time wisely so existing projects are well-managed. Have clear deadlines and put a structural element in place to keep meetings effective.

"[A team] is a group that can pick the high-hanging fruit; they're able to accomplish a lot more than what one individual can do."

— Ray Attiyah

"Tension is actually a good signpost that things are working well here."

— Kirsten Moorefield

"There's a tendency to renegotiate the time and the deadline because there's an overwhelming desire to get it right." — Tysonn Betts