



BETTER TEAMS

**The 3 Key Ingredients of
Thriving Teams!**

Over the last decade, the world of work has undergone a massive transformation. There is more complexity, more chaos, and more stress that leaders must deal with.

The ability to build thriving teams is a critical skill that can help people leaders navigate these challenges and experience more fulfillment at their workplace.

I believe there are 3 key ingredients that every people leader needs to mix into their team culture meal.

1. Shared team purpose

Every team member needs to understand why they do what they do and how their work connects to the larger purpose.

Goals do not cut it. For instance, if you are a sales team leader, then setting number-based goals like 'Achieve 20 Mn USD in new sales' may not motivate every person in your team. You want to tap into something that connects deeper and have them connect with it.

When your team members can contribute to co-creating the shared team purpose, it creates more connection. It begins with you sparking a conversation with your leaders.

A team that makes a habit of connecting to its team purpose thrives.

2. Safety

In today's multicultural workplace, there are many scenarios that can cause misunderstanding and disengagement. It takes every single team member pulling together to create a bigger impact and sometimes it can take just one team member disengaging to lower the overall impact.

Pulling together requires trust and a key attribute that helps build trust is the presence of a safe space.

When people leaders can help create safety and provide the space for open and transparent conversations without judgment, that can pave the way to bridge misunderstandings and bring the team together.

A team with a deep sense of safety creates deep trust and thrives.

3. Real-time Feedback

Teams that thrive have a culture of continuous and real time feedback. And this is not a one-way street, it's a two-way street.

People do not fear feedback. What they fear is judgment. When feedback is designed in a way to foster growth and care is taken to marry compassion with candor, feedback can truly create magic.

The best relationships are built on candor and when people leaders can design a system of real time feedback, it can deepen work relationships and a sense of community.

To sum up, building a thriving team can seem hard and stressful at first. Yet, by building the right culture, it can also be freeing. You can show up with authenticity, be candid, challenge people to up their game and enjoy a sense of belonging with your team members.

People want to belong. They want purpose. They want deeper relationships.

And building a thriving team culture can do just that.

About the Author



Manoj Ramanan works with leaders in tech to let go of stress and overwhelm and grow into senior roles with a sense of ease and calm. Manoj has worked with 100s of leaders in helping create a thriving team culture, deepen their presence, build their influence, and stand out at work. He is a certified professional coach and trainer with prior tech leadership experience.

Want to have a conversation around leadership coaching or team facilitation? You can schedule a call@ <https://letsmeet.io/manojramananviswanathan/45-min-complimentary-consult>

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