



## **M-Level Systems: M-Guide**

### **12 Tips: Get Your Team In Gear**

**December 2007**

The last newsletter for this year is dedicated to...

#### **Getting Your Team In Gear for 2008!**

What if your team performed at a level within or even beyond your expectations?

What if your team resolved conflict or problems internally, without your intervention?

#### **I bet your life would be a lot different.**

You would be able to focus on other things like growing your business, strategic planning, or maybe transitioning to a role outside the business where you can enjoy the fruits of your labor.

So here they are in no particular order:

#### **12 Ultra High Value Team Tips to help get you where you want to be...**

**1.** Coach your team consistently **NOT** just when you think they need it. Build a **Team Coaching System** that's connected to the results you're after.

**2.** Let your people know how they fit into your strategy for progress and success. **Activate your strategy through your people!**

**3.** Speak to your team in a language of partnership instead of one of power. **Power plays can do long term damage to your team's level of commitment and morale.**

**4.** Find out why your people are with your company. **Use this valuable information to reward and motivate them.**

**5.** Include your people in your strategic changes.

**6.** Build a system to collect your team's feedback on a regular

basis.

**7.** Carefully evaluate the team culture you are building. **How does it support your vision for success?**

**8.** Reward your people for **BOTH** their team and individual contributions.

**9.** Hire and recruit members who are a good **FIT** with the existing team.

**10.** When possible, include your team as a partial component in the interview or hiring process for new members.

**11.** Develop an **orientation checklist for new team members**. Their first month at work should consist of effectively gearing up and learning the culture **NOT** waiting until someone notices they are lost and unproductive.

**12.** Create a system so your team is able to **internally dissolve personal and task conflict**.

#### **Your Next Two Steps:**

##### **Step One:**

Take each of these tips and use them to **Activate a Winning Team Strategy for the New Year**.

##### **Step Two:**

If you don't already have our **Free Strategy Guide**, go to our home page [www.mlevelsystems.com](http://www.mlevelsystems.com) and request it. The **Strategy Guide** includes a very **Valuable Business Assessment** that will help you start to **Ask The Right Questions** in regard to the areas you want to work on this next year.

The **TAKE AWAY** is to **Set Your Team Up To Automatically Perform at a High Level**, even when your not there.

Happy New Year To You!

Cheers!

Diana

Diana Keith, owner of M-Level Systems Consulting, has been helping to create high performance organizations and teams for eighteen years. See her website [www.mlevelsystems.com](http://www.mlevelsystems.com) for valuable resources, and programs to get better business results through your people. Get a free copy of her **Strategy Guide** to create your strategy for success.