



3 Ways to Accelerate Team Performance

Improving team performance comes from both within and without

by [Andrew Cooke](#), [Blue Sky GPS \(Growth & Profit Solutions\)](#)

If you are running a team or project team, especially when you have new team or one where there has been a change in team membership, you need to bring them up to speed as quickly as possible.

Underpinning is this how you can capture, use and capitalise on the team's knowledge, expertise, experience and insights. Here are three ways by which you can do this:

1. Encourage collaboration and co-mentoring

Capture and share the individual and collective knowledge of the team, this is an invaluable asset that you can use and leverage. This can cover a wealth of subjects related both directly and indirectly to that which you are working on.

You can do this or informally including lunch-time presentations, or people sharing what they have learnt from recent courses or experiences, brain-storming sessions, encouraging and enabling people to working across and learn from different departments etcetera. Doing this helps you to understand others' perspectives and to remove and reduce erroneous assumptions. This helps to reduce the communication, knowledge and understanding gaps between your team and others.

2. Internal Processes and references to capture knowledge

Capturing knowledge, insights and experience from your team helps everyone to benefit and learn from what has succeeded and what has failed and why. Key to this is having a "learning" or "growth" mindset where you have the attitude that failure is not a bad thing, but an opportunity to learn and improve what you do and how you do it.

Establishing regular, daily start-up team meetings allows you to take the initiative early on to gather as much information from as many people as possible. Build into these



meetings a "lesson-learned moment" - this moment can be team-specific or outside of the project. The purpose of this to focus the team, individually and collectively, to develop a continual improvement mindset.

3. Encourage cross-learning

Rather than learning from just your own mistakes and success, look to learn from what others have done elsewhere. This can be in the same industry, sector or project type, or it can also be from others, and help you identify where and how you can improve what you do. This can include areas and topics associated with what you do, or in different areas.

Good knowledge management will prove to be the linchpin that turns you and your team around allowing you to work more efficiently and effectively, to manage your team's expectations as well as those who work with your team, and to achieve better results and outcomes.

So what are you going to do to build, retain and leverage your team's knowledge and expertise? Share here the one action you will take, right now, to address this.

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About Andrew Cooke

Andrew Cooke is known for his work with executives, managers and teams in helping them to grow, develop and achieve results. Using a blend of consulting, facilitation and coaching he is noted for his ability in "bringing people potential to life". Andrew takes the time to understand and assist successful business executives in creating a customized plan that allows them grow and develop their leadership effectiveness and organizational performance. In doing this he guides executives to manage, direct and make change work for them and their stakeholders and teams in an increasing



volatile, uncertain, complex and ambiguous business environment. From this he helps others to become more successful in both what they do and how they do it.

Andrew demonstrates a proactive attitude and empathy that blends enthusiasm, energy and a pragmatic approach in engaging leaders and their stakeholders. He has over thirty years of international business experience and insights on which to draw, and has worked with blue-chip clients and other leading businesses across a range of industries. Andrew is passionate about helping others to be more successful personally and professionally

Qualifications & Accreditations

Andrew is an experienced international expert in executive coaching, leadership development and business consulting. He has qualifications, certifications and accreditations from recognized leading global organizations, including:

- Accredited executive coach for Marshall Goldsmith Stakeholder Centered Coaching and Global Leader of the Future 360^o Assessment Survey Tool
- Masters of Business Administration (MBA), London Business School, UK
- Bachelor of Business BA (Hons), University of Plymouth (UK)
- Diploma from the Institute of Marketing (UK)
- Human Synergistics International:
 - Accredited Coach in Organisational Development - Organisational Culture Inventory[®] (OCI), Organisational Effectiveness Inventory[™] (OEI) and Customer Service Styles[™] Survey (CSS)
 - Accredited Coach - Life Style Inventory (LSI) & Group Styles Inventory (GSI)
- Accredited DISC Facilitator & Coach