

## **The Five Functions of a Good team**

Newtech staff is a collection of teams, not a collection of individuals. Really good teams aren't just made, they are continually being refined as a normal, healthy part of functioning as a good team. During our most staff training, highlighted the five functions of a good team and how important it is for NEWTECH staff, as a whole, to embrace these functions. The five functions are trust, conflict management, commitment, accountability and focusing on results.

To have a functioning team, one thing is a must and that is Trust. Trust is the foundation of a good team. Trust is about being vulnerable. The only way to gain trust is if concerns or problems aren't buried and there are no hidden agendas. Trust is gained through time and evidence.

The second function of a good team is Conflict Management. Great relationships are not characterized by the absence of conflict, but actually the ability to repair after a break (conflict). Things that are damaging to relationships include passive or sarcastic comments and gossip.

The third function of a good team is Commitment. Buy-in does not require consensus. Highlighted with our staff that they must believe in Newtech and believe that the leadership team and management knows what is best for our team

The fourth item that creates a good team is Accountability. High standards drive accountability. Accountability often has a negative connotation, but it's not necessarily negative. Accountability is simply having high standards and taking responsibility, which includes both reprimands and praising. It is not about keeping score.

The final function of a good team is Focusing on Results. That means there is no status or ego. It's not about us. We must believe that if the team fails, I fail and If I succeed, we succeed.

As we view the work we do with team at Newtech, the top level Team, which includes FOE, FLOATERS, and LEADERSHIP is the team that must function at the highest level. The TOP Team must be founded on Trust, have healthy and proactive conflict management, be committed, demonstrate accountability and be focused on results. The results being that we are changing the live of the employee that we work with every day.