



Developing Effective Work Teams

Your team's success depends on your leadership.

As a manager, you guide a group of people toward a common goal. Success for you and your team is measured by achieving organizational targets and customer satisfaction. Getting the job done well will depend on how you help your team members become better at what they do. An additional benefit for you is that you will become known as a manager people want to work for.

Here are some tips for developing an effective work team:

Provide regular feedback regarding your team's progress toward meeting goals.

This includes discussing both the successes and the struggles. Ask them for their ideas for improvement. When employees have a say in how to make things better, this increases their sense of ownership for the outcome.

Talk about how each person contributes to achieving the desired outcome.

Though you each may have different jobs to do, you have the same goal: to be successful.

Celebrate the “wins” together. Reinforce that success of the team depends on everyone. What gets reinforced gets repeated!

Maintain a culture of mutual trust. Speak directly and honestly, keep your word, be humble and give credit to those who earn it.

Call your Employee Assistance Program to learn more

about how coaching for managers and supervisors might support your team and improve your skills as a team leader.

USPS EAP - A program you can trust.