



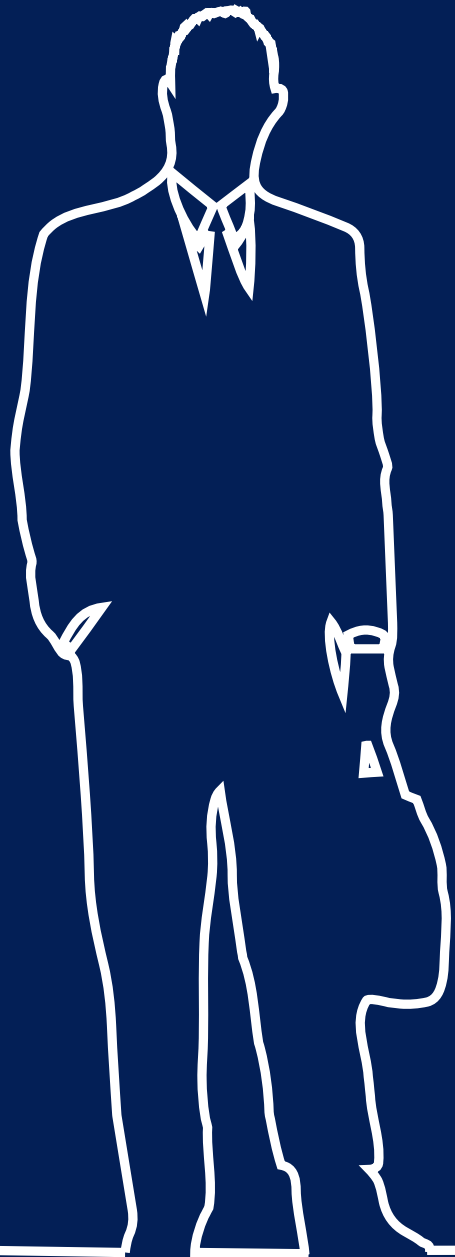
*A Partner of*



# Creating a winning team

**Presented by: Anne Ngumo**  
**MBA-HR, BED, Higher Dip-HR, CHRP(ct), IHRM**  
**Member**





# Agenda

**01 Building a team culture**

**02 Creating Synergies**

**03 Team Work & Synergies**

**04 Q & A session**



# Team Effort = pulling together



<https://youtu.be/QDubMeNISxc>

# Build a Company around Team Culture

- Empower people to make decisions
- Reward ideas not seniority
- Rules must be predictable and apply universally
- Leaders lead by example – action not words
- Demonstrate that user experience comes first
- Individual welfare prioritized

# Leaders as Team Players

- Set a clear plan of action for the team to follow
- Review the rules and the process with your team to make sure everyone knows how he should operate
- Identify any skills that your team is lacking, and implement a plan to provide these. This may mean hiring an additional person for the Team or using a consultant if you have a need for particular knowledge.

# Team Culture vis a vis Team Work



# Creating Synergies:

- Collaboration, communication and strategic processes are key to the modern sell.
- A synergized team is united in their goals and because of that they experience increased ROI, productivity and growth.
- Collaborating across departments is critical for any company's marketing strategy



# Creating Synergies Contd..

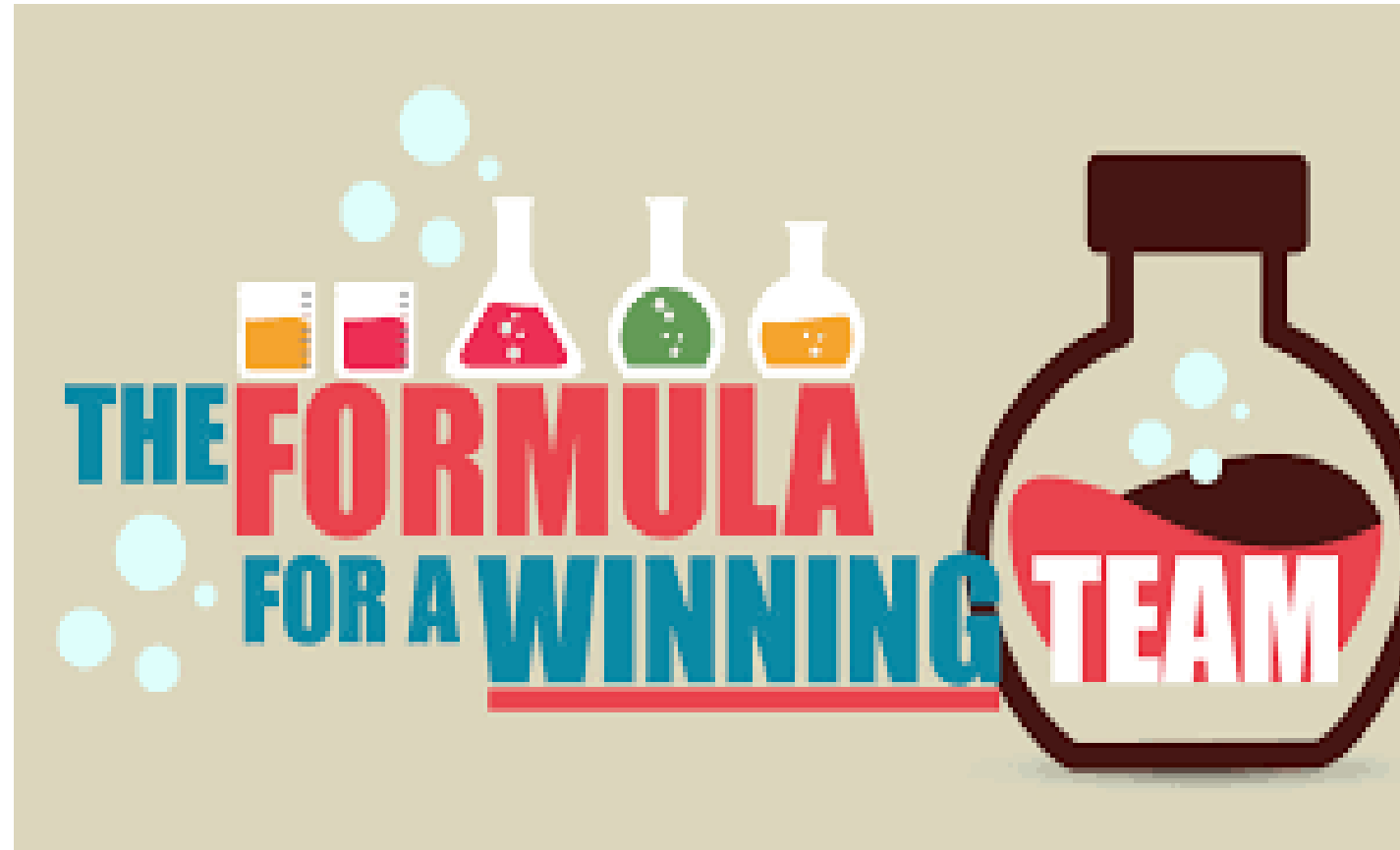
A silo mentality detrimental to an organization's ability to accomplish its overarching business objectives

Break down the various components of a project, and develop a list of the different types of expertise that might be useful across departments

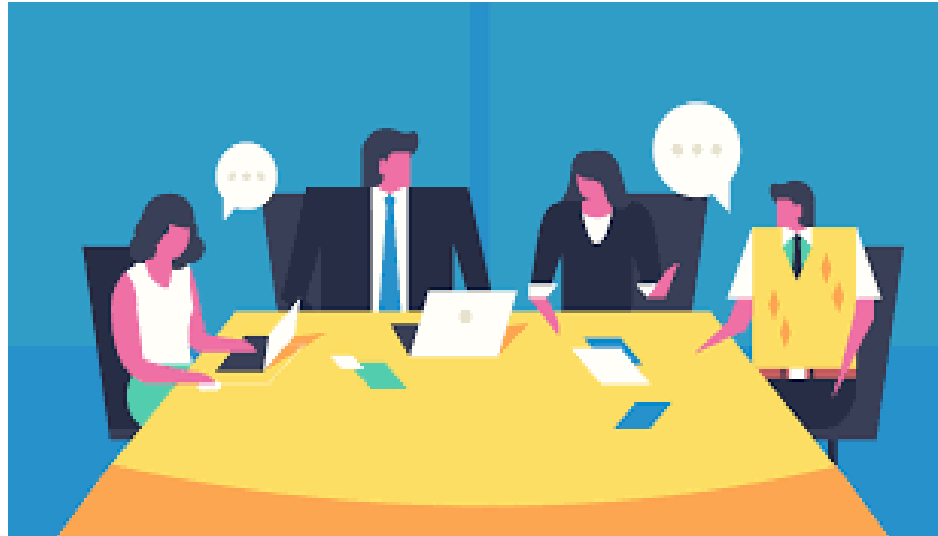
Team members you select for any project must be the ones most dedicated to promoting the success of your company

Send out a survey to uncover any hidden talents that are just waiting to be discovered.

# Team Work & Synergy



# Practice in Teams



# Feedback

- Give an instance where you succeeded against the odds as a result of team work?
- Describe a time when a colleague came to your rescue.
- Why is cross-departmental collaboration important in the organization?

# Growth & Synergy

- A winning team brings together winners in their individual capacity.
- Each member of the team is individually excellent.



# Team work, Synergy & Growth

- In this lesson activity, we'll practice team work vis a vis success.
- In the earlier groups of four, demonstrate how a potential customer can become an actual client through team work.
- Demonstrate using various company products and how you upsell by working together.
- How does team work and synergy lead to company growth?

# Synergy Summary

- Educate
- Communicate
- Share Goals





# Market leader through team work

- Cohesive teams always win
- The right hand must know what the left hand is doing



# We are as strong as our weakest link



# Attributes of a winning Team

- ***A Sense of Purpose:*** Common and shared vision
- ***Trust and Mutual Respect:*** People value and support others
- ***Shared Leadership***
- ***Building on Differences***
- ***Flexibility and Adaptability***
- ***Continuous Learning***

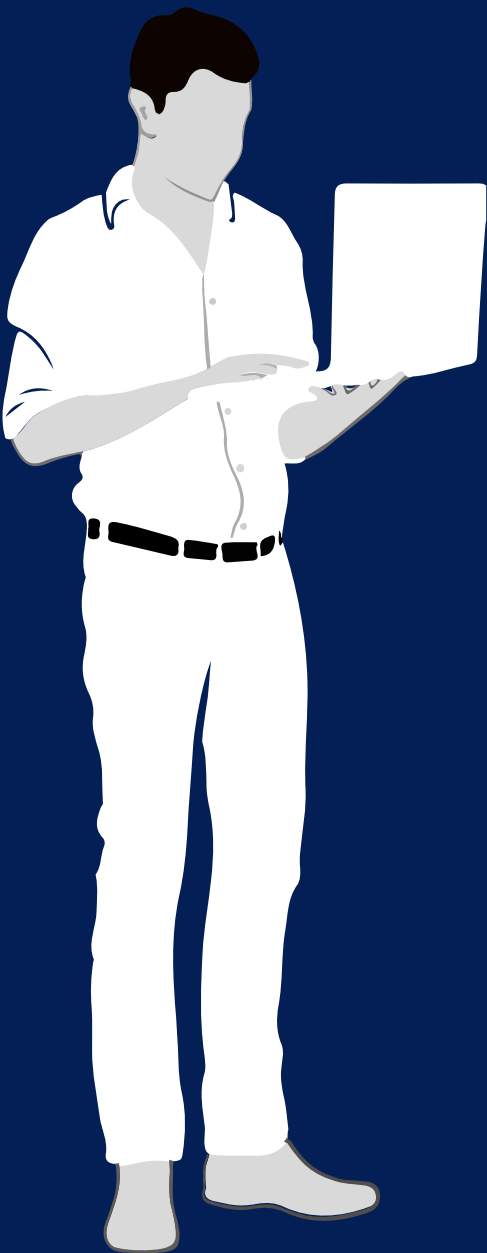


# CONCLUSION



# Team work....





Thank You

Q&A

# Contacts

A hand is holding a black smartphone. The screen is black and displays the phone number +254 726 241095 in orange text.

**+254 726 241095**

**admin@ajglobalconsult.com**

**jgichuhi@ajglobalconsult.com**