



THE ALIGNMENT PROJECT

LEADING YOUR TEAM / SUSTAINABILITY

BUILDING A GREAT TEAM

*"A leader's companions
will either make them or
break them."*

WITH BOBBY BOGARD

No man has to walk alone.

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A visionary leader understands that people are necessary to accomplish any mission. Some would say a leader should choose their associates before they ever design a strategic plan — because a great plan can be in play, but if a weak team is executing it, that plan is prone to failure. A well-formed team, on the other hand, can change the world. Those closest to the leader impact the level of success that can be achieved.

You are a fool if you think you are leading only to turn around and discover no one is following.

JOHN MAXWELL / AUTHOR

01 BEGIN WITH THE LEADER

SELF-AWARENESS SETS THE FOUNDATION

A great team starts with a leader who has healthy **self-awareness** — clear on their own strengths and weaknesses. The first level of leadership should **complement** the leader's skill set, and the best leaders are comfortable adding strong, diverse talent there. That creates a well-rounded perspective for strategic planning and decision making.

The lead team has the greatest impact on the organization: **they lead the culture, they communicate the values, they model the policies, and they create the relational climate. Building a great team begins with the leader.**

02 ADD WITH SCRUTINY

CHEMISTRY, CHARACTER, COMPETENCE

Once the lead team is established, close scrutiny should be taken when adding members. Chemistry, character, and competence must surely be considered — but a leader also needs to look for the **variety of talent** a complete team requires. This is how you get the right people in the right seats on the bus.

Structure follows strategy, never the reverse. Having the strategic plan identified is a prerequisite before building structure, because the plan reveals the talent needed to fill the org chart. **Never add talent and then build structure around it.**

03 BUILD ON TRUST

TRUST GALVANIZES A TEAM

Ultimately, a team is built on **trust**. Before adding anyone, the leader must ask two questions: “Can I trust them?” and “Can they trust me?” Trust is earned and trust is given — but once it’s exchanged, it has the power to galvanize a team to endure even the toughest seasons.

Vulnerability is a key ingredient. When the leader is the catalyst of transparency, a culture of integrity emerges, and relational equity gets built on every level. **The team wins when trust is established throughout the organization.**

REMEMBER

Building a great team begins with the leader — and it's built, piece by piece, on trust.

"A leader's companions will either make them or break them."

KNOW WHERE YOU STAND

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