

# GROWING YOUR TEAM



One size does NOT fit all

As we grow in life, we grow in our careers.

We start off with a lot of learning in front of us. Our need for regular guidance, positive feedback and assurance that we are on the right track is high. Our managers to be available to answer questions and help us with problem solving when inevitable mishaps arise.

Then we become a bit more independent. We gain confidence in our knowledge and can handle an increasing number of issues on our own. Our need for touching base declines, and feedback can be more direct. We can handle the truth.

Finally, we move to a stage where we grasp broader business challenges, influence client relationships, and make critical decisions to resolve issues proactively. We're ready to give our bosses feedback and contribute to the growth of our organizations.

How are you growing each member of your team based on their specific needs?  
How is your leadership impacting their growth?

## ASSESS

Review each member of the team and rank the phase of growth they're in. Consider their unique skills and talents, their tenure, their progress to date and their goals.

Learning: Direction  
Growing: Support  
Thriving: Independence

## DISCOVER

This one is about YOU!  
Take some time to consider your management style. Think about the impact you're having. Are you achieving your desired outcomes? Does your style match the needs of each team member you identified in the first step? Where does your leadership need adapting?

## PLAN

ReCreate cultivation plans for growing each member of your team.  
Things to consider:  
How often do you need to meet 1:1?  
What type of feedback will inspire growth for this individual?  
Can they identify both problems & solutions independently? When do you need to be involved?  
What information do they need?

## COMMUNICATE

Share the GOOD NEWS!  
Everyone loves to know that they have been seen and recognized as unique. Talk through your plan. See what resonates. Adapt where needed. and then..  
CELEBRATE.

You're on your way to strengthening your leadership, your team and your results!