

How to quickly build teams

By Gail Taylor-Barber



www.successSURE.com

Synopsis

This is the study of building effective and fully functional teams quickly. Introducing the **RAPID** model as a tool to assist managers in this process. It looks at practical ways that a manager can help their team to build confidence and increase productivity quickly

How to ...

How to use the **RAPID** model for effective team building.

How to understand and manage the five stages of team building.

How to focus the skills of your team on high performance.

Gail Taylor-Barber

Gail has studied team dynamics extensively within corporate environments of different cultures and size. Renown for her insights and practical approach, Gail runs her own consultancy helping managers to manage more effectively. She is an NLP practitioner and a qualified coach.

Introduction

Nowadays it is imperative that teams are formed quickly and work together effectively. This is especially true for team leaders and supervisors who are required to create teams of differing skills levels. Many job role profiles are project based and teams can be virtual, which means limited contact with one another. It is therefore, essential that managers are aware of all the capabilities within the team.

Individuals within teams will not necessarily become cohesive without intervention and this requires certain skills in the manager. This is called the **RAPID** model and each element is essential to the successful performance that business requires.

The Rapid method

Taking each element in turn they build up to a model to help managers to react positively and quickly to changes in the environment. The first core skill is the ability to **recognize the skills gaps** within your team. The second core skill is to **acknowledge the emotions** that are often involved in the forming of teams. The third core skill is **preparation for every eventuality**, and expect the unexpected. After recognizing the skills gaps in your team, the next step is to **identify what skills they do have** and then **develop those skills**. This