

excerpt from

Go Team!

Take Your Team to the Next Level

by Ken Blanchard, Alan Randolph, and Peter Grazier

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INTRODUCTION

MOVING TEAMWORK TO THE NEXT LEVEL

People in organizations today are increasingly being called upon to work in teams. This is because the work of organizations has become amazingly complex and changes occur constantly. More and more, companies around the world are using teams to deal with this dynamic world of work.

Unfortunately, too few people really understand how to build a team that puts into action the knowledge, experience, and motivation of its people. We do not have to look very far to see numerous examples of failed team efforts—be they in sports, business, or government. Therefore, it is no surprise that people often give up on the idea of teams and try to go it alone. We do not believe that is an effective solution for today's workplace. *Go Team!* is our game plan for building better teams—Next Level Teams.

What are Next Level Teams, and what benefits do they bring to the table? First, here are the benefits. Next Level Teams

- Use all team members' ideas and motivation
- Make better use of the team members' and team leader's time

- Increase productivity and satisfaction for you, your team, and the organization

WHAT ARE NEXT LEVEL TEAMS?

What are Next Level Teams? They are teams that can

- Use *information sharing* to build high levels of trust and responsibility
- Use *clear boundaries* to create the freedom to act responsibly
- Use *self-managing skills* to make decisions and get great results

Once the picture of a Next Level Team is clear, you and your team members can assess where you are and begin the process of becoming a Next Level Team that gets great results.

Those of you who are fans of Ken Blanchard books will notice that *Go Team!* is a departure from Ken's easy-reading business parables. This book is intended to be a working guide filled with detailed instructions for people who want to build high performing teams.

Go Team! will take you through *three steps to great results*:

- Step 1 Begin learning Next Level skills
- Step 2 Accelerate the change
- Step 3 Master the skills

Each step is designed to guide your team. As you, your team members, and your leader move through the book together, responsibility will shift naturally from your leader to your team.

You will learn how to use your ideas more effectively, make excellent team decisions, and feel the pride of having contributed in new and more meaningful ways.

Your leader will also appreciate your team's move to the Next Level because he or she will have new opportunities to help the team. What leader hasn't been frustrated by a lack of time to plan work, think ahead, receive training, coach team members, or investigate new equipment that may be needed in the future?

As your group moves to become a Next Level Team, you will enhance creativity, increase satisfaction, develop a sense of group pride, and achieve outstanding results. You will suddenly find your team soaring above the ordinary.

Learn what Next Level Teams are and what they can do. Then use this book as a resource and take three steps with your team to get great results. Enjoy the journey—and get ready to soar!

This chapter has been excerpted from
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