



### Competencies that are addressed:

#### PRIMARY COMPETENCY CATEGORIES:

- **Teamwork—**  
Organizes tasks, people, and resources to deliver most effectively.
- **Leadership—**  
Drives business results by aligning the vision, mission, and values to enhance business value.

#### RELATED COMPETENCY CATEGORIES:

- **Results Oriented—**  
Passionate about winning. Dedicated to achieving all-win solutions to situations.
- **Accountability—**  
Demonstrates personal responsibility. Holds self and others accountable.
- **Interpersonal Skills—**  
Displays a consistent ability to build solid relationships inside and outside the organization.
- **Communication—**  
Practices active listening supported with meaningful oral and written information.
- **Diversity—**  
Appreciates and leverages capabilities, insights, and ideas across diverse groups.

# Leading Strong Teams

## SUMMARY

Being an effective leader of a team requires the ability to capitalize on a wide range of personalities, skills, and abilities. Leaders must be able to analyze and capitalize on team strengths, work with diverse styles, and create a competitive spirit that builds cooperation.

## CONTEXT

Successful leaders seem to develop strong teams wherever they go, whatever task the team is assigned.

In this module, you analyze how leaders take the individual strengths of their team members, and turn those into team strengths. You will look at the challenges of leading a strong team, and specific ways to handle the kinds of issues that arise when leading talented, committed individuals working together in a team effort.

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### At the completion of this module, participants will be able to:

- Establish continuous improvement by building on the characteristics of strong teams
- Facilitate the interaction of diverse personalities on strong teams
- Capitalize on individual strengths to take teams to higher levels of performance
- Leverage competitive spirit to gain cooperation

*The key elements in the art of working together are how to deal with change, how to deal with conflict, and how to reach our potential...  
The needs of the team are best met when we meet the needs of individual persons.*  
—Max DePree