



**What makes a great team? What qualities, characteristics, or traits do teams possess that make their success possible?**



**Great Teams** is a culture development program that brings together selected Soldiers and leaders from across a unit to engage in a series of exercises and discussions aimed at solidifying or redefining the unit's shared vision, values, philosophy, and standards. By identifying strategies for creating trust, generating buy-in, and empowering peer-to-peer accountability, leaders leave with actionable items to build well-led, cohesive teams committed to the Army professional ethic. This is a collaborative process that allows all members of a team to contribute to a shared vision of who they want to be as a group and to help them overcome common leadership challenges and create a healthier unit environment.

The benefits of cohesive teams include:

- Understood and accepted roles and responsibilities
- Buy-in to collective achievement
- Positive, energetic, empowering work climate
- Efficient use of time and resources
- Identify and mitigate weaknesses
- Identify traits of great teams, organizations, and units



Performance Experts (PEs) lead participants through discussions investigating shared goals and obstacles, how common dysfunctions sabotage efforts, what the unit stands for, and the value of cohesion and teamwork. Once the team's culture is defined, the team brainstorms strategies to maintain the integrity of their culture over time and ways to protect it from outside interference or misunderstandings. Team members then identify next steps to embed their new or refined culture throughout the organization.

These outcomes can be customized to target each unit's specific needs, challenges, and circumstances.

- A clearly defined unit vision and an action plan for sustaining, protecting an intentional culture
- An agreed upon and defined set of core values; a slogan or mantra
- Context-specific behavioral standards
- A unique creed to unite today's members of the unit or organization

## Course Requirements

- This workshop is best executed with the entire organization, when possible. However, with a maximum effective group size of approximately 75, this isn't always feasible. A proven alternative is to bring together a cross-section of individuals from every level of the organization with all ranks having representation. This fosters professional interaction and buy-in throughout the unit from bottom-to-top.

**Contact your local DPRR R2 Performance Center for more information.**