



7 Ways To Get Going As A Team Manager

Step 01. Set A Direction

A clear direction and a shared purpose means the people in a team point in the same direction and understand the part they each individually play in the team's success. That way, everyone can work together to achieve some shared objectives and goals because everyone understands what the target is.

Making sure that your team is on the same page is the foundation that everything else will be built on.

Questions

- What's the purpose of your team and how does it make a difference in UHB / support the Trust's vision?
- How does your team impact patient experience (even if you're not directly interacting with patients and their families)?
- How do you want your team to be working 12 months from now?
 - How do you want people to be behaving?
 - How do you want them feel about being in your team?
 - What do you want your results to look like?
 - How do you want other people to describe your team?

Actions

- Arrange a team meeting and share your goal(s) for the team
- Ask your team to develop / improve / build on the goals you've created
- Chat to your team about how you want them to behave
- Talk together about how you can make the goals happen
- Does anything need to change in the ways you work together?
- Use the headlines of your answers to the questions to establish your team goal(s) for the next few months