

# 5 SIGNS OF AN INEFFECTIVE TEAM

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**YOU CAN'T GET WHAT YOU WANT OUT OF OUR BUSINESS WITH AN INEFFECTIVE LEADERSHIP TEAM.**

Read over this short list of some of the signs of an ineffective leadership team. Even well performing companies may get stuck in a few of these areas. To move your leadership team to the next level you'll need to kick these habits.

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# 1. YOU ONLY HEAR THE GOOD NEWS

Ineffective leadership teams simply highlight the good that's going on. While remaining positive is incredibly important, I'm positive there's some tough stuff happening in your business. Coming into your leadership team meetings just to have everyone share all the great news is like going to the doctor to have them tell you how healthy your liver is when you're bleeding from an open wound. That's not the point.



Leadership teams exist to move an organization forward. Yes, a part of that is inspiration, motivation and positive messaging. And, it requires facing facts and issues head on. Don't let your discomfort with bad news keep your team from being at its best. Ineffective leadership teams tolerate sweeping things under the rug. If all you hear is the good news or if bad news is excused away when it is brought up, you're likely on an ineffective leadership team.

**Effective leadership teams hear and deal with both the good and the bad news. They call out and celebrate all that's going well AND they face the facts of the true issues limiting the business.**



## 2. MEETINGS LAST FOREVER!!

Ineffective leadership teams waste their time. They schedule 60 minute meetings that take 5 hours. No joke! I've heard from teams that schedule 60 minutes and end up taking 3+ hours. What's worse is when I asked what was accomplished in the meeting the answer was, "Not much." Ugh. An entire executive team out of the game for 3hrs only to accomplish "not much".

Talking to some of those leaders I learned the common practice was to go ahead and block an entire day anytime a leadership team meeting was scheduled because it was likely it would run long by a few HOURS! Not a couple minutes. Hours! Ineffective leadership teams are poor managers of their time together. They fail to plan and execute well in meetings. If your meetings are long, wandering and accomplish little you're likely operating on an ineffective leadership team.

**Effective leadership teams use and manage their meeting time well. They come to meetings prepared and drive to action rather than wallowing in discussion, updates and confusion.**



### 3. HARMONY AT ALL COSTS

Some ineffective leadership teams love harmony at all costs. They excuse it away because they're nice. And it's nice to be nice. So, in an effort to keep the peace no one speaks their mind. They might ask themselves, "who am I to get into your business? Better to keep the peace than to shake things up and upset you." Ineffective leadership teams avoid conflict because it feels better to agree. In doing so these teams delay the organization's ability to move forward and reach its goals. These environments can make for great places to work. People like each other. They're generally kind. AND some things move slower than they could because team members choose not to disrupt the group and challenge one another. If you're never disagreeing you may be on an ineffective leadership team.



**Effective leadership teams disagree and challenge one another for the good of their organizations. They believe they're better when they push each other to be their best. And sometimes that involves challenging the ideas, projects or work products in another function. If your leadership team shies away from conflict for the sake of harmony, you're less effective than you could be.**





## 4. YOU CAN'T TRUST YOUR NEIGHBOR

Ineffective leadership teams are fraught with mistrust. Team members question each other's motives. They require constant updates to know what's going on. They don't trust they're all on the same page. As mistrust builds it accelerates. It doesn't take long before each team member is looking out for themselves, protecting their function and their

own team to the detriment of others. The seeds of mistrust are sown quickly, and ineffective leadership teams let that mistrust get out of hand. These teams do not address evidence of mistrust. Instead they let distance and conflict grow. If your leadership team is moving further and further into self-protection then you may be on a mistrusting and ineffective leadership team.

**Effective leadership teams build a culture of trust with their teammates. They share their own successes and failures. They are free to admit when they don't know an answer or they need help. They have each other's backs.**

## 5. YOU HAVE MEETINGS AFTER THE MEETING

This one drives me nuts. Some ineffective leadership teams have group meetings, then subgroup meetings to discuss the outcome of the group meeting. Clique by clique these groups meet to filter and refilter the initial meeting. Ineffective leadership teams allow these meetings after the meetings to take root and create multiple spaces where the real work actually gets done. If your team is having meetings after the meeting to work around other members and to lobby for resources then you're likely on an ineffective leadership team. These ineffective teams often undervalue some team members in the room so they get the work done outside of the leadership team meeting. Instead of addressing their issue with an individual they've created workarounds and meetings after the meeting to get the work done.



**Effective leadership teams get all the discussion on the table in their meetings. They've developed enough trust and candor to address issues that would prevent the right work from being done in the meeting.**





## **YOU CAN ELIMINATE THESE INEFFECTIVE HABITS AND BECOME A HIGHLY EFFECTIVE LEADERSHIP TEAM**

We work with leadership teams to grow beyond these characteristics to become highly effective teams. We've come into some where dysfunction is so deeply rooted the fact that they've ever turned a profit is a miracle. We've also come into healthy leadership teams who run effective organizations only to find a whole new level of performance. To reach your organization's greatest potential, a highly effective leadership team is a must.

### **Highly effective teams:**

- 1. Hear both the good and the bad news.**
- 2. Use and manage their meeting time well.**
- 3. Disagree & challenge one another for the greater good**
- 4. Build a culture of trust with their teammates**
- 5. Get all the discussion on the table in their meetings.**

Schedule a call on **[www.resourcesforleading.com](http://www.resourcesforleading.com)** to take your first step toward becoming an effectively high performing leadership team.

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