

Subject Relevance

For Entrepreneurs to grow any venture they must develop a team of people who work together effectively. For a team to perform, it needs to be well led which means communicating clear goals, motivating individuals (as well as the group) and appreciating human behaviour and team dynamics in a goal-oriented environment. Knowing how to manage and lead an effective team becomes more complex when the usual visual cues (permitted by working together physically) are removed. Learning how to trust people, fostering a sense of togetherness and at the same time monitoring performance are all skills an effective team leader needs to harness in order to maximise the performance of a team that works apart yet towards agreed common goals.

In this Episode...

Understanding how effective teams form
How a UK Startup team adapted to survive
Theories underpinning good teamwork
Actions and habits of a well-led team

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Podcast – Content & Learning Outcomes

By listening to this podcast people learn about how leaders work and teams form and behave within a fast-changing startup environment.

Using a live small business case (ampersand consulting) the episode examines key team-working dynamics during C19 as experienced by two company directors, Joey Tait and Kevin Hammond. As part of a depth interview, Kevin and Joey recount their experience of Lockdown, as it happened in March 2020, and having to gear all colleagues up for working from home as opposed to their new central London office. The interview explores how the directors managed the team through a crisis and considers the decisions and consequences of actions over a period of weeks and months.

Stress and emotional impact

Mental health at work is a topical issue and any crisis naturally creates stress as well as strain within a workforce. For team-leaders and managers working within a physical space makes it easier to sense colleague welfare, but once people operate remotely it becomes more difficult to check in on individuals.

A feature of this episode case study is the volume of communication and involvement of all individuals within their work environment. The interview also highlights the emotional impact felt by the directors as a result of having to work from home.

Team-working theories are threaded throughout the podcast as is reference to related issues. Sources include: 'Forming, Storming, Norming and Performing' by Bruce Tuckman; 'Five Dysfunctions of a Team' from Patrick Lencioni; 'Vital Conversations' by Alec Grimsley; and 'The Chimp Paradox' by Professor Steve Peters.

Finally, the book recommendation for this episode is 'Working with Emotional Intelligence' by Daniel Goleman.

If you have any other queries, get in touch. Meantime, go well. Peter.

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