

Team Culture and Development



In this process, we are trying to establish how the business and its owners create a culture in the way they do things in this business. Culture is simple, this is how we do things around here... our way. It's what the owners allow and stand for the standards they uphold and what people are allowed to do and get away with.

A culture of care and responsibility where at every level within the structure of the business there is a high level of care and personal responsibility. People in the business understand the impact they have and their contribution to the success of the business and their own personal success is aligned with this philosophy.

CULTURE

Begin a discussion with the businesses owners to uncover and understand the philosophy on how the business develops the team of people working in the business. It is important to identify the culture of the team:

- "how they do things" in the business
- what standards have been set
- who manages and controls what happens
- what happens when it doesn't

Try to establish what the main traits of the team are in terms of how running the show is setting the standards, policing them, and making sure they are what the owners think they should be.

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TEAM DEVELOPMENT

- How often is team development and culture discussed with the team and each individual?
- How is team development incorporated into the daily communications programs?
- Try to Identify the programs in place to up-skill the team and how succession planning is effectively managed in the business.
- What is the approach to training and development for the employees in the business?
- How is fun introduced in the daily routine of the business and who is the fun controller?
- What social activities occur on a regular basis for the team that everyone wants to participate in?

