



SEPTEMBER 2015

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## HOW HEALTHY IS YOUR TEAM?



TED Talk: Tom Wujek  
Build a Tower - Build a Team

Dear Roxi,

*"The bottom line is that leadership shows up in the inspired action of others. We traditionally have assessed leaders themselves. But maybe we should assess leadership by the degree to which people around leaders are inspired." Dr. Jack Weber*

How healthy and productive are YOUR teams? **Do you know? Are you guessing?** We all know that Leadership is a TEAM sport, not an individual one.

Teams are organic, fluid, and constantly changing. When we are looking at the health of our teams, it can be useful to look through the lens of something else that is organic...a garden. How you tend to your teams is as important to the health of your organization as how a gardener tends her or his vegetable or flower garden.

### Ask Roxi SEPTEMBER Question

#### QUESTION:

"How do I know if I'm delegating well or not? Are there any key indicators?"

#### ANSWER:

Yes there are. Here are some sure signs to know that you are being effective or ineffective at delegating:

#### INEFFECTIVE:

- Team motivation and morale is low.
- You are always working late. Your team is confused.
- You get questions about delegated tasks too often.

A client of mine recently asked, "Roxi, how often should I be setting aside time to build my team?" What do you suppose I said? Those of you who know me well from years of reading my newsletters, my books, and working with me can surely predict the answer. Yup...I said, "Every day, in every way."

What does that really mean? It means that, like a garden, if you ignore your team for even a short period of time, it can get out of control and dysfunctional. Real people and real plants need focused attention, nurturing, direction, and mindfulness. Teams are like gardens - just because you watered them today, doesn't mean you don't need to water them again for six months!

Even our very best teams are never static or maintenance free any more than a prize garden could be or should be. Stuff happens. It doesn't matter if every individual on the team is really smart and cares about your organization, company, or the bottom line. It matters if they work well together.

Over the last several decades, all the "in the field" real life research tells us the same thing in no uncertain terms: high functioning teams create highly successful organizations and bottom lines. The reverse is...of course also true. It makes dollars and SENSE!

The National Association of Colleges and Employers 2014 report found the TWO top things 78% of employers are looking for in candidates coming out of colleges and universities are: 1) Leadership ability and 2) the ability to work well on TEAMS.

This isn't a surprise. What IS a surprise is how little attention CEO's, Executives, VPs, Directors and Managers give to their teams.

[READ MORE...](#)



Click Here For A...

[\*\*"HEALTHY TEAM CHECK LIST & MEETING SURVEY TOOL..."\*\*](#)

To start your thinking:

## **7 things ALL healthy teams say...**

1. We know our mission and our vision
2. We have clear ground rules and we all honor them consistently

**-Staff do not feel trusted.**

**-Staff stop taking risks and check with you about everything.**

**-People are afraid to make mistakes and afraid of your reaction.**

**-People don't ask for more responsibility and learning on the job**

**-The delegate is a nervous wreck!**

### **EFFECTIVE:**

**-Higher efficiency.**

**-Increased motivation and high morale.**

**-The team's skills are growing.**

**-You are finding time to do new things yourself.**

**-Staff are engaged and excited about their new learning opps.**

**-Staff feel trusted**

**-Staff are taking reasonable risks and sharing their learning - good and bad - with you.**

**I think you can see that effective delegation pays you and your team huge dividends. So it's worth it to invest the time and energy to do**

3. We have highly productive meetings - led and facilitated well
4. We know everyone's roles and responsibilities
5. We are accountable to each other and to our agreed upon outcomes
6. We trust each other
7. We get STUFF done!

**CAN YOU HONESTLY SAY YES TO ALL 7 THINGS ABOUT YOUR TEAM?**

If yes, great...keep it going, every day in every way.

If even one of these is "NO" or "Not enough", then it's time to get serious.

Start by utilizing the Team section in my book!

## **RADIO SHOW: PODCAST 24/7 & SATURDAYS AT 11AM EST**



The AskRoxi radio show that I've been hosting **every Saturday morning at 11am EST** is growing in popularity. Every week we are seeing it grow to now over 400 listeners who are tuning in and/or downloading my show every week. Nearly 2,000 a month live or via podcast which is available 24/7! Blows me away, honestly. I have had fantastic guests on the show. We talk about LEADERSHIP challenges, experiences, and tips and traps. In addition, I am teaching PRACTICAL leadership skills on many of the programs - with ideas and suggestions about how to Lead Like it Matters!

Please join me and tell your friends and network to tune in to tune up!

By the way...I love speaking to and interacting with all kinds of groups and associations about leadership. Let me know if you would like me to spend some time with you and your group. **Contact me.**

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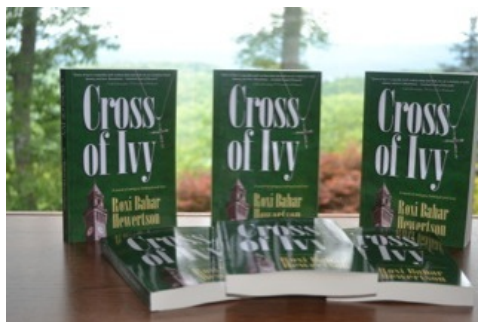




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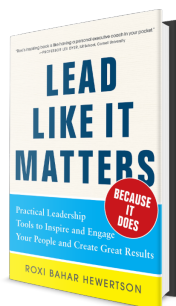


**CROSS OF IVY** - Released July 2015 by Koehler Publishing - my first novel is full of twists and turns, over 4 generations, and some juicy Ivy League intrigue, with characters you'll not likely forget any time soon. One reader wrote to me - *"I loved it so much I had to get up at 3 am to finish it before the kids woke up and I had to get to work!"* Check it out - [Paperback or Ebook on Amazon](#).



**AND...**

**THANK YOU!** Reader reviews of [LEAD LIKE IT MATTERS... on Amazon](#) have made a real difference. McGraw-Hill just told me that I've made back my advance and am finally in royalty territory! At a whopping 80 cents a book to the author (me!) that takes a lot of books! So Thank You and PLEASE - if you haven't already, I'd appreciate it if you'd write a review for me. I continue to be very, very GRATEFUL!



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**I encourage you to share this newsletter with anyone you feel would enjoy it. Remember, past newsletters on a wide variety of leadership topics are located in the archive in the link above right. Just click and read. Enjoy!**

**With Gratitude,**

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