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Bringing A New Team Together

Handling a team is always a challenging task. A team that has been together for a while is easier to manage, at least. After all, each member already knows his or her responsibilities, and they have all known how each other works. Any personal issues or clashes ought to have been resolved by now. Compare that with the task of pulling a new team together for the first time. The latter could certainly pose bigger problems, since you are not yet certain if the team can be properly established or if everyone will end up being able to work well together.

One of the first things you should do to ensure that a new team is to well, basically do nothing at first. You don't want to pressure everyone into teamwork without having an understanding of how they work, what their dynamics are, what each of them is good at, and in which aspects they need to improve. Take some time to step back and analyze how people do their jobs as well as any potential personality clashes that may pop up.

You should then make sure to speak with your employees, letting them know what you expect them all to do and accomplish. Let them know what each of their responsibilities are and how they should be carried out, and tell them as well how you have assessed their skills and work output so far. This will clearly indicate to them what they need to work on and which habits they should continue to develop.

Once you have clearly established expectations, you can then continue to observe your team and see if any improvements have been made on their end. This is also the time for you to provide feedback to them every now and then to make sure that they stay on track. That last part is especially important, because it is your feedback on which the success of the team hinges and on which your employees' ability to produce great work depends.

The last part should involve team building activities. Doing these so early in the game might make for trite relationships, and they're not very helpful if your team haven't had a chance to work together yet. This is also an opportunity for them to talk about any problems they have been encountering, something they will be able to do properly if they have had enough time to work together and adjust to one another.

[Leadership](#) doesn't just come when a person is promoted to a higher position. It comes with hard work and an understanding of what it takes to [become a leader](#).

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