



**HR Highlights
February 2022**

Team Challenges?

As a leader and team member, have you experienced or noticed the impact an effective team can make on business results and on team member engagement and experience? And, on the flip side, have you witnessed the consequences of ineffective teams which are likely to include things like silos, poor communication, unmet timelines, turnover, and unmet expectations?

When a team works together well and produces outstanding results, it feels like the sky is the limit for everyone. However, when a team does not work well together, people can feel drained and unproductive. And, as new members are introduced to an ineffective team, the situation may create additional challenges.

Leaders who want to set up their teams for success can take specific actions to create a strong foundation and support for team effectiveness. Creating a successful team requires evaluation of team design, strategies for team launch or relaunch, and team coaching support to ensure the team has a strong start. If you are interested in learning more about Team Effectiveness Coaching, please contact [Workplace Effectiveness Coaching](#).

Workplace Effectiveness Coaching is provided for Agencies, Employees, Teams, and Leaders to improve their communication, productivity, career growth, and work style or team effectiveness through assessment, understanding, and planned change. To learn more, please visit our website at this link: <https://www.dhrm.virginia.gov/coaching>.