

## Management and Performance Associates – September – October 2015

### Six Cs to build a world class team

*“Talent wins games, but teamwork and intelligence wins championships.”* Michael Jordan, considered one of the greatest basketball players of all time.

The Dream Team was introduced to the world at the Barcelona Olympic Games in 1992. After winning all 8 games, the 12 NBA stars won the gold medal, defeating their opponents by an average of 44 points per game. That was the first time such an accomplishment occurred. Even today, these exceptional athletes are a source of inspiration for any group looking to generate results.

Everyone dreams of leading or being a part of a team that values differences and complements individual contributions of its members in order to generate exceptional results—a team that is able to overcome obstacles and quickly respond to change with balance, perseverance and competence—a team comprised of individuals who are proud of belonging to it.

Teams with the above characteristics are not a consequence of destiny or random acts. They are supported by the conscious effort of developing the six Cs, detailed below:

#### **Connection**

Connection among team members starts with a clarity and understanding of purpose, vision and the finish line. This understanding allows the alignment of individual contributions to reach established goals, priorities and collective challenges.

#### **Coordination**

The team leader, like an orchestra director, must identify: a) each team members' strengths and vulnerabilities; b) which player can support a colleague; and c) key players to minimize the risks

of a challenging play that can undermine team performance.

#### **Competence**

The team must have the technical and conceptual knowledge of the game, as well as the skills to transform this knowledge into concrete results. Consolidating current competencies as well as developing new ones is a task co-shared between the leader and team members. The leader is responsible for creating an environment of continuous development

by supporting training and coaching initiatives. Team members are responsible for mapping out their opportunities and development needs in order to make their contributions even more meaningful and differentiated.

#### **Commitment**

Commitment means the degree of adherence to goals as well as organizational and work group challenges, including the discretionary effort to reach growing levels of excellence. Commitment is also about how much everyone exceeds expectations in terms of delivering high quality team performance.

#### **Cooperation**

A trusting work environment provides the needed strength to overcome difficulties and obstacles. This includes mutual support, quality relationships, conflict management and absence of unhealthy competition.

#### **Celebration**

Celebrating results, accomplishments and overcoming difficulties motivates the team to move ahead, engaged to achieve further

accomplishments. This creates the feeling of belonging to a winning team.

Deams can be the inspiration as well as the fuel to reach our wishes. If you want to lead or be part of a dream team, get started. The six Cs will help you to get there.

**MAPA Consulting can help you build the team of your dreams.**

**See you next time. We welcome your feedback.**

To know more of our training programs, please send us an e-mail to:

**[sergio.pereira@mapa-way.com](mailto:sergio.pereira@mapa-way.com)** or

**[sonia.dondice@mapa-way.com](mailto:sonia.dondice@mapa-way.com)**

**Visit our website:**

**[www.mapa-way.com](http://www.mapa-way.com)**