



## Oh well - no more generic advices on good teamwork please!

Instead, develop your own team "sea chart" - and remain successful in future!

*September 2020* - "We don't know yet what's going to happen next." - A sentence that can be heard in many places at the moment. Numerous routines do not work anymore and new approaches are needed at short notice.

Presumably, **more flexible ways of acting** generally fit better into our dynamic world than plans, routines and processes "set in stone". The decisive factor here is that you as a team retain **the greatest possible control** and remain **open to different scenarios**. In order to deal more quickly and competently with changing circumstances then. Like on a tricky sea route with rapidly changing weather.

Instead of providing you with general tips for good teamwork, I invite you to develop a **"sea chart" for your team trip** - no matter at which point you as a team are currently standing. This will ensure that you position yourself well, as many agile and innovative teams already do.

The sea chart will support you to stay flexible, strong and clear and to achieve your results together. **Three important, interrelated areas should be clarified within the team:**



### RESULTS

Where are you jointly heading to? Clarify the sponsor's mission and expectations, create a common team vision, define the desired goals and results.



### PROCESS

How do you we reach the goal? Define different route options. Discuss together how to plan realistically, distribute tasks and coordinate as a "crew" on the way.



### PERSONAL COLLABORATION

How do you interact with each other in daily business? Develop a shared understanding of good teamwork, decision making, leadership, failure culture, conflict management, potential growth and workload.

Your team map will serve as the **greatest possible orientation - and will always remain dynamic and interactive**. Check regularly whether it still fits and continue to develop the map accordingly.

For this purpose, introduce **regular "Team Check-Ups"** with some distance to everyday life: **Reflect openly and appreciatively** on the status quo of your collaboration in all three areas. And derive concrete next steps and potential long term trends from this.



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**Faster, more constructive, and clearer:** In my experience, teams that are **accompanied for a while by an experienced coach** develop their good team culture with a suitable chart more quickly and achieve a high degree of reflection more easily.

**All this has an immediate effect on their success and results** - and carries the team constructively through storms, calm and sunny periods.

**Take advantage of my versatile expertise and experience** as a coach and team developer in the field of innovation and international collaboration. E.g. if you...:

- ...want to work as a **virtual team** in your best possible way and prepare variations for the "new normal"
- ...are a **team in crisis mode** and would like to bundle strengths and maintain resources as best as possible
- ...want to make your **team fit for the future** and start the transformation process now

It would be my pleasure to accompany you for a while. Please get in touch with me , and we will develop what fits best for you.



**Dr. Susanne Scheer Coaching + Consulting**

*See clearly. Find your way. Be yourself.*

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