

How to Become an Effective Team Leader

Now the concept of leadership in a team has changed, because the leader no longer has team members who are in a room at the same time. They are scattered everywhere, assigned in different departments even some are in cross border. They are assigned to work together on a particular project because of their different abilities and expertise.

For that, it takes an effective leader who can bring the team to their destination. The key is that the leader is able to go hand in hand with the mission and goals of the team. Although each team member has a difference, the leader should still appreciate the different contributions of his team members. Here are 5 ways that are launched from HR Magazine, so you can become an effective leader and get a successful team:



1. Set Clear Goals

Once the team is completed, set clear goals first. Without a clear goal, it will be difficult to find a good team with the right skills. Be careful not to point people in a team based on feelings alone. Use strategies to make your team successful. It's a good idea to make a list of what skills or skills your team needs, and use some fair scoring tools to get the balanced skills, personality and behavior of your team members.

2. Create a Culture of Inclusiveness or Diversity

A team leader needs to develop a culture that can accept the sharpness of ideas and arguments, rather than the dominant ego that becomes a priority. Individuals should be given the opportunity to express their views, based on the skills and competencies they have. So all team members have the same rights to achieve team goals. Leaders also need to recognize that not all challenges must be thought of by themselves, giving others the opportunity to get complicated tasks together.

3. Complete Conflict as a Success Booster

Your team consists of several people who have different personalities and skills, as ideas begin to cross the conflict sooner or later. This stage is not fun even painful especially for teams that are not familiar with the conflict. But keep in mind a conflict can be constructive but can also be destructive. It depends on

how your ability to embrace and listen to the responses of each individual. Leaders also need to know when to step back and give an opportunity to the subordinates to show better performance.



4. Keep Your Team's Spirit and Appreciate Their Business

Because everyone views you as a leader, give them a wonderful example. Embrace your team members and involve yourself in their work. Because if you do not involve yourself with the team, then the team will lose the motivation that will surely be reflected in the team's performance. Especially when they are in deadline pressure or are in the achievement of a large target. So your motivation is needed. Take the time to find out what the team needs and what does not. Use this opportunity to get to know and appreciate your team members' achievements. There are many ways to reward team performance without spending a lot of money.



5. Leave the Team Independent

The key that a team works is when all members can collaborate, into a unit or group that helps each other to achieve the goal. Although supervision is required, believe me over time all teammates will know the strengths and weaknesses of each member, and they must be able to accept that as part of the group dynamics. The role of the individual will be very influential in the development of the team, for that in the end the team must be independent, with your presence or absence.

Source : <https://tinyurl.com/y9d9t3nd>