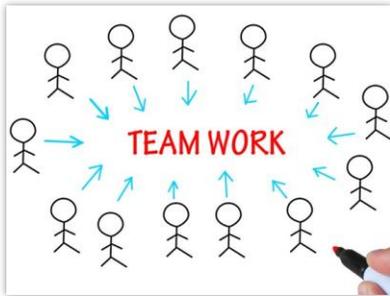


Want to Reach Your Vision? Create a Dream Team



If you look under the hood of a successful business organization, you're likely to find a dream team of staff members who make things happen. Business leaders know that there is more to success than having a vision. You need quality talent with a shared interest in moving in the same direction to reach this big picture destination.

Your job as the CEO of the company is to communicate your long-term vision to your customers and your staff. Knowing what you stand for and what positive impact your company has on the community must be explicitly stated. When everyone understands the big picture, it becomes easier to hire the right people for the right positions. It becomes easier to build that dream team.

To work effectively, the teams organized in your company must have a shared interest in accomplishing assignments together and share your vision. The need for accomplishment provides a driving force. The vision provides a compass for moving forward. Team members must be willing to relinquish most of their need for individual recognition. It's the success of the team, as a whole, that becomes important, and members of dream teams hold themselves and one another accountable.

The best leaders create and maintain situations in which others contribute to the vision. The benefits of building a dream team are that they can build leaders who can practice communicating their expertise with the other members. Also, a dream team can communicate the shared vision and keep everyone moving forward. They understand that team success depends on the work of every member.

If you are a leader, looking to develop a dream team, or teams in your organization, here are six characteristics that should be on your radar. Use these characteristics as components you consider when adding individuals to your workforce.

Check the attitudes. When adding staff members to an organization, the personality and attitudes that they bring with them is extremely important. Having a mindset that is in sync with the rhythm of the organization allows them to work effectively to produce the results that are expected. The attitudes need to match those of the leader and aligned with the overall expectations of the organization. Whether the comparable attitude is motivation for success, striving for creativity or perseverance under pressure, these individuals will need to bring this attitude into a collaborative atmosphere. You want people who can work well as a team, so it is crucial that you hire individuals who work well together.

Look for renegades. The business world is always in a time of flux and change. Things that worked one way today will be outdated tomorrow. Hiring individuals who are willing to take risks, try things differently, and look for new solutions can be a real benefit for your organization. As long as these individuals can contribute in a team atmosphere, you should be good. It's great to have innovative ideas, but make certain they have the ability to blend these ideas with others' input.



Ask about serving others. In this day and age, companies need to demonstrate how they add value and create a positive impact in people's lives. This value needs to be embraced by your workforce. In the interviewing process, ask questions that allow the candidates to express how they serve others.

Take a test drive. No longer is it acceptable to designate a "probationary period" for new employees. However, you can have them complete an assignment or project, for which they are paid, and evaluate whether their work meets your standards. You also can hire them for a temporary period of time to see how they fit in with the culture before making a permanent hire.

Look for diversity. The best companies try to be staffed with employees with a diverse set of skills, who can complement one another and work together for the good of the business. Look for diversity of thinking styles in addition to socio-economic diversity. Bringing a variety of perspectives to a situation allows for more alternative solution opportunities.

Hire lifelong learners. Individuals who have the capacity to continue learning new ways of doing things and relish learning new information, will bring vibrancy to the organization. When change is necessary, the lifelong learners will be comfortable with adapting and will be able to rise to the challenge.

Having a great team comes down to having the right people in the right position, by hiring well and communicating accurately. As a leader, carefully build a process of hiring and onboarding new staff members. This is a skill that can separate you from your competitors and guarantee that you achieve your vision.

About the Author

Dr. Ann Gatty is a business success expert. She helps her clients clarify the vision for their businesses, boost their leadership capabilities and add quality talent to help the clients reach their goals. Through a collaborative mentoring process, she and her clients create workable strategic business plans and success initiatives, while improving their workplace processes. She is frequently featured in the media and contributes blog posts for www.AllBusiness.com and www.WomenOnBusiness.com. Her interactive speaking engagements assist participants in discovering new-found talents and skills that they can immediately apply in the workplace. Join her [Facebook Group, Strategic Thinking Summit Elites](#) for strategies you can implement to grow your business success and enjoy camaraderie with others entrepreneur members.