



Selecting A Team

The Team Member

Selecting a team is as important as defining the leadership journey itself, and one of the most challenging functions of implementing your vision. With the right team in place, ideas flow freely, and the motivation to succeed cannot be undermined. Although the goals may change along the journey, a well-chosen team will stay together in solidarity of their 'oneness of vision'. The Leader, you, will be challenged, but also rewarded as you put your success goals into action with your new team.

Characteristics of a Quality Team

- **Enthusiasm** - One of the greatest characteristics of a great team is their level of enthusiasm. Choosing people who are naturally enthusiastic and energetic will help to motivate the group when the road gets rough
- **Willingness** – Look for individuals who have a willingness...willingness to learn and grow, willingness to work in a team environment, willingness to work as hard as you will, in creating a reality for the group's vision to thrive
- **Spirit** -An individual who has spirit, passion, and a zeal for opportunities and challenges alike is an individual who will almost always be the driving energy when it is needed most. They are most valuable in challenging situations and will be a real asset to keeping the team a TEAM
- **Integrity** – Ethics, and a sense of high integrity and character are essential ingredients to the functions of successful teams and individuals who possess these characteristics will be invaluable to implementing the vision and seeking the goal
- **Loyalty** – Loyalty is a complement to industry. An individual with a heightened sense of loyalty will persevere, and help to motivate others on the team. They are often the hardest workers and look upon the team's achievements as confirmation of their well-placed loyalty to the team

These are just a few of the characteristics of a quality team. You, as the leader, will look for skills and talents such as organizational skills, attention to detail, follow-up and follow-through, good communicators and great listeners, creativity, and individuals who possess a sense of 'ownership' about everything they do. These skills are well-defined and evident. Searching for Enthusiasm, Willingness, Spirit, Integrity and Loyalty is labor-intensive, but often is the key to unlocking the limitless potential of your team as it works together to achieve.

Compliments of Bash Turay, DTM, PID
Candidate for Second Vice President
"Envision Our Possibilities Together"



Selecting A Team

The Leader's Role

As you select your team, you, as a leader have an obligation to impart your vision, outline the goals that need to be accomplished, and impart your personal expectations to reach the team's goal. You will also take this opportunity to inform the team members what their level of participation will be, so that they are fully aware of their level of commitment and personal accountability. This results in a quality team with an understanding of their role and how each will interact to bring about a successful conclusion to reaching the collective goal.

The Responsibility of a Leader

- **Expectations** – One of the first responsibilities of a leader when selecting a team is to inform each member of not only the Organization's expectations, but your *personal* expectations for each member of the team
- **Vision** – Imparting your personal vision as a leader is essential for a cohesive team. How can others understand the ultimate vision and goals of service if they do not understand their leader's vision? And how can your team operate as one without vision?
- **Chain of Communication** – Establish a 'chain of communication' early and inform your team how it will work. Be as accountable to your team as you expect them to be to you, and give them a network of communication that will remain open and functioning throughout the leadership journey you take together.
- **Ethics** – Inform everyone on the team of the expectations for ethical behavior and the role that integrity and ethics will play on the team. Being honest and serving as an example for high moral and ethical character will inspire the team to individual trust between team members that brings stability to the team ...Ethics and Integrity serve success
- **Listen** – Be known as a leader who listens, is open, approachable and accepting of new ideas and concepts. You just never know what new horizons you will reach on a novel approach
- **Define YOU** – Mentor, Support, Facilitator, Listener, Problem-Solver, Supervisor, Cheerleader, Fun-master and more! Let your team know who you really are!