



# DEVELOPING AN EFFECTIVE TEAM

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*DEPARTMENT OF IOWA LEADERSHIP SCHOOL*

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Think of the best team you've ever been part of.

## What made it work?

*Take 60 seconds. Share with the group.*

### Trust

People believed in each other

### Purpose

Everyone knew why it mattered

### Leadership

Someone set the tone

# TODAY'S AGENDA

1

**Know What You're Walking Into**

PREPARE

2

**Four Things Every Team Needs**

TIME COUNTS

3

**The Leader's Job**

HABITS

4

**Your 90-Day Action Plan**

ACCOUNTABLE

**KNOW WHAT YOU'RE**

**WALKING INTO**

**1**

*The core framework*

## 01

### Who is already doing the work?

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Find the 2–3 members keeping things running. Make sure they don't burn out — they are your foundation.

## 02

### Who has been sitting out?

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Members who attend but are never asked to help are untapped resources. Seek them out personally.

## 03

### What is the biggest need? (Post/District/Dept)

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Recruiting? Community service? Finances? Morale? That need shapes the team you build first.

# FOUR THINGS EVERY EFFECTIVE TEAM NEEDS

# 2

*framework*

*The core*

# 2 FOUR THINGS EVERY TEAM NEEDS

TIME  
COUNTS

## 01 CLEAR PURPOSE

PROVIDE THE “WHY

ESTABLISH THE VISION

CONNECT TO MISSION



# 2 FOUR THINGS EVERY TEAM NEEDS

TIME  
COUNTS

02

## DEFINED ROLES

PREVENT CONFUSION

APPOINT IN-CHARGE(S)

COMMUNICATION MEANS



# 2 FOUR THINGS EVERY TEAM NEEDS

TIME  
COUNTS

04

## VISIBLE WINS



ABILITY TO TRUST

ENGAGE DEBATE

ACHIEVE COLLABORATION



## 2 FOUR THINGS EVERY TEAM NEEDS

TIME  
COUNTS

04

### VISIBLE WINS



ALIGNMENT AROUND GOALS

SHARE THE IMPACT

DELIVER THE “WOW”



### 01

#### CLEAR PURPOSE

People volunteer their time — they need to know WHY the work matters, not just WHAT the task is. Connect every role to the Legion's mission.

### 02

#### DEFINED ROLES

Confusion about who owns what, kills momentum. Even informal teams need someone clearly in charge of each function. Name it.

### 03

#### PSYCHOLOGICAL SAFETY

Build positive relations. Members must feel free to raise problems and disagree without being shut down. Veteran culture can default to rank-based silence — practice no rank culture

### 04

#### VISIBLE WINS

Celebrate completions, big and small. Recognition is the fuel that keeps volunteers coming back month after month.

**THE LEADER'S JOB**  
**IN DEVELOPING AN**  
**EFFECTIVE TEAM**

**3**

*DEVELOP HABITS*

*Your team will reflect your habits.*

01

### **Listen First, Direct Second**

Spend your first 30 days asking more questions than you give answers. You will learn things no org chart can show you. Members who feel heard become committed volunteers.

02

### **Delegate With Trust**

Give someone a job and let them do it. Hovering signals distrust and drives your best people away. Assign the task, set the expectation, then step back.

03

### **Steer - Pivot - Pass the Torch**

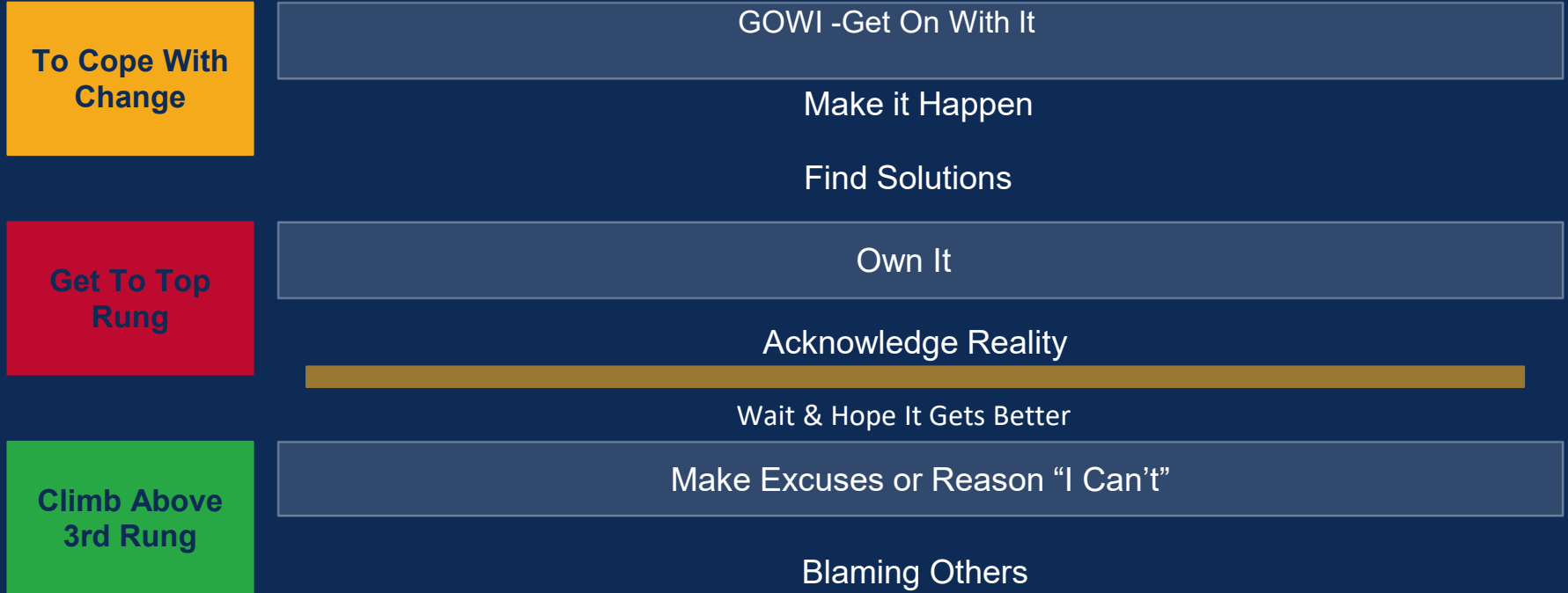
Start with a vision and find the North Star. Practice continuous improvement. Everyone gets their say, not everyone gets their way. Pivot. Exceed expectations.

**YOUR 90-DAY**  
**ACTION PLAN**

**4**

*ACCOUNTABLE*

*The Accountability Ladder*



*Write your answers on the handout. This is your personal accountability tool.*

**30 DAYS**

One person at my post I will personally recruit to a role:

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**90 DAYS**

One team need I will address:

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**TODAY**

One leadership habit from this class I commit to practicing:

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# TAKE THE LEAD.

- 1 Assess before you build
- 2 Every team needs purpose, roles, safety, and wins
- 3 Listen first — lead second
- 4 Commit to your 90-day plan today



FOR GOD AND COUNTRY

# Thank You/Q&A

*Your Post/District/Dept is counting on you to:*

1 DREAM

2 DRIVE

3 INSPIRE

4 IMPACT



**FOR GOD AND COUNTRY**