

## Three Vital Tenets of a Successful Team



Business leaders must have a razor sharp understanding of how productive their teams are based on the results they are producing. Leaders are constantly asking themselves what is working and what is not working with regard to our systems and processes?

Three main principles facilitate improving goal-setting, making better decisions about the company's strategic direction and more effectively inspiring the best performance from their team members.

### **Clarity**

Clarity starts with the team leader and permeates throughout the entire organization. Does everyone have a solid grasp of the team's goals? Ask your team members what are their goals with regard to completing a specific project. How are people performing relative to the achievement of those goals? Make sure you ask these questions frequently and consistently.

### **Alignment**

Once everyone is clear on the goals, determine whether each goal is aligned or opposed to each other throughout departments and the business as a whole. Objectives can be misaligned depending on the desired outcome of each goal. For example, if sales goals surpass the production department's ability to fulfill the orders timely, customers will get frustrated and may go to a competitor.

## **Ability**

Does the team have the talent it needs to complete its goals on time and on budget?

Team leaders should be strategically surrounding themselves with people who are strong in abilities they are not as proficient in. The best leaders encourage their team members to work alongside them in achieving high productivity, increased profitability and exceptional company growth.

Pacific Crest Group's posting "[Know Where You are...Know Where You are Going](#)" provides several ideas on the discipline required to lead a team in achieving its goals. It requires maintaining a certain mindset and consistently performing actions that create a culture where everyone feels empowered, inspired, productive and rewarded in fulfilling the most important and aligned objectives first.

## **Special Event**

PCG is a founding member of the Marin Business Forum. Our next meeting is Thursday, March 24, 2016 from 5 PM to 7 PM in the Drake's Landing Community Room located at 300 Drakes Landing Road in Greenbrae. Lester Rosen, Esq. will provide a number of real-world case studies where employers stepped on legal landmines that could have been easily avoided with a safe hiring program. Please go to the [Events](#) page to register for this event.

## **How We Can Help You**

Pacific Crest Group (PCG) provides professional services that keep your business focused on your critical objectives. We provide strategic Accounting and Human Resource (HR) services created specifically to help you meet your goals. Through exemplary customer service, clearly defined policies and procedures as well as a forward looking perspective, we provide the outsourced solutions that your business needs to grow. A PCG professional is happy to meet with you to discuss solutions for your unique requirements designed to maximize all of your business opportunities.