



Keys to Team Success

A team approach improves buy-in from all levels of the organization, which in turn helps to ensure greater energy savings. Below are seven keys to ensuring team success.

Support



Support from the top senior management is key for funding and empowerment of a energy team or a network of energy teams.



1

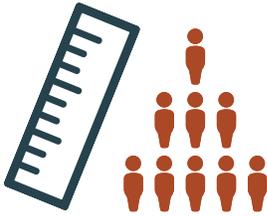


Members

The team should have a diversity of cross-functional members that have good communication skills, are able to work independently, and have the ability to adapt.

2

Size



The most effective teams have fewer than 10 members. Larger teams allow for members to reduce effort because they feel less responsible for output.



3



Trust

Trust is key for a team to effectively work together and with others. Three ways of building trust include uniting around a common cause, developing interpersonal relationships and face-to-face touchpoints at key points in their work.

4

Communication



For good communication, make sure the team is using the right tool, has clearly articulated exceptions, set a communication schedule, and provide redundancy.



5



Leadership

Team leaders should serve as coordinators that lean on specific team member expertise (as needed), foster a sense of balanced power and provide/request regular status updates.

6

Shared Vision



Establish a common purpose or vision with clear and detailed deliverables. Give the team freedom and set up a reward system to keep the team motivated.



7

