

# Team work many hands make light work.....

During holiday periods when employees are more likely to take off more than a few days at a time, it is important that the remaining team members work effectively and efficiently to ensure the slack is picked up. Team Solutions® is a model developed to help teams ensure successful outcomes and problem solving through a structured process of thorough planning and execution.

## Define Your Objective

We have to do what, by when?

## What are the Barriers?

What are the real constraints that your team must work with?

What perceived barriers do we need to discuss and clarify?

## Accumulate

Top Tip: Have each team member call out what they see - everyone's perspective is unique, what is obvious for one person is not obvious to another.

## Options

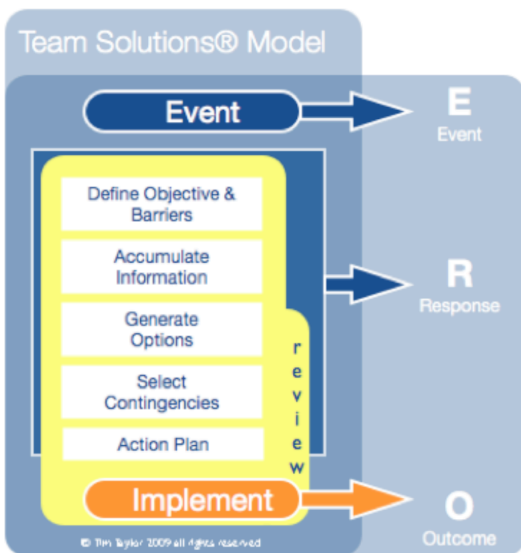
Top Tip: **Avoid anchoring!** The first idea shared can anchor all other ideas making them similar and therefore less diverse. The remedy; generate a high quantity of ideas.

Top Tip: Quantity is more important than quality initially - therefore it is vital to have team members generate a list of at least 7 options before sharing within the team.

## Contingency

Top-Tip: This is the best alternative to the solution the team has chosen to implement. Critically, a contingency is only useful if it has been worked through to the point where it has an action plan ready to go should it be needed.

**For more information on Team Solutions® please visit**



If you would like to join the MGL forum please contact Lisa Thompson:  
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What one of our recent participants thought about Team Solutions® Model.....

“I mostly found the group planning exercise (TSM)to be extremely useful. It really highlighted for me how the theoretical and practical plans play out in reality. It showed the true importance of how important it is to plan, understand your team and importantly reasons for why projects did not succeed in our case”

**The Making Great Leaders Forum**

The vision for the MGL forum “a community of REAL managers sharing ideas about leadership.” Over time we hope to build a series of resources for members, videos links, papers, books etc. all feedback eagerly accepted.