



Performance Enhancement

Encourage Your Team to Develop Each Other

Article - 5 min read



By the end of this article you will have a handful of ideas for encouraging teams & colleagues to share best practice and develop each other.





Why do I need to read this?

Your teams and colleagues will be full of individual approaches to performance that could be shared as a learning experience amongst others. By encouraging a “Best Practice Sharing” approach you can make everyday a learning day for all of those around you.

Let’s look at some ways you can facilitate the sharing of best practice...



1. Create sharing opportunities

Create an environment where the opportunity to discuss and share best practices can happen freely. Perhaps look at how you structure meetings and re-jig things to add some “**round-table discussion**” time to discuss the ways your team members or contributors create great performance.

You could also add other means of sharing that are more immediate and “in the moment”. For example; set up a Team or Project Yammer Page and lead the way on posting ideas, hints and tips to encourage your team to offer up posts of their own, or start a **WhatsApp** group for immediate guidance & suggestion sharing.

2. Break down the barriers

There may be some who lack confidence to talk about performance methods or fear having their idea ridiculed or dismissed out of hand, so you may have to address some of these barriers.

You will have a vital role to play in facilitating discussion so be on the lookout for **overly critical or dismissive comments** when team members or contributors offer up their approaches and tackle them appropriately.

Be sure to set your expectations at the outset of any sharing activity so there is a clear framework for people to feel comfortable sharing ideas.

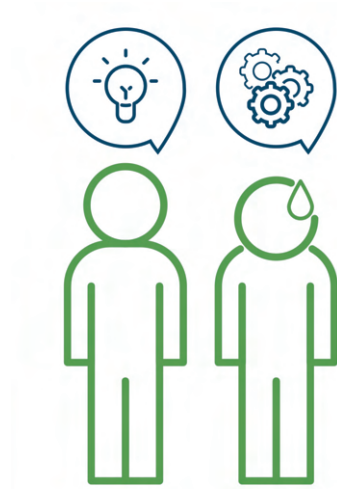




3. Champions

Setting up “champions” is a popular activity for teams or collaborative working groups and are an opportunity for encouraging a culture of sharing best practice.

Often champions are given responsibility for reporting on a particular area of focus for the group, such as “sales through service” or NPS, so spend some time with your champions to outline their responsibility to collate and share successful approaches across the team.



4. Adapt and apply

Not all approaches and strategies will suit everyone. We can't expect that if an approach works for one individual that it'll work for others. Utilising coaching skills in your day-to-day interactions to explore how to adapt and apply new methods will be required to discover ways they can make the ideas of others work for them.

This will also be a great space to engage team members/collaborators in a bit of barrier breaking too. Consider how you can boost confidence and encourage them to share their great ideas.

