

Tip 17: Encourage Camaraderie



There is a huge difference in the performance of a team whose members tolerate each other and that with team members who like working together



- Comfortable work set up where there are no suspicions and no mistrust about the each other





Encourage the team to be a team and work as one



- ▶ **Laugh with each other**
- ▶ **Have team time**
- ▶ **Encourage and motivate each other**
- ▶ **Celebrate with a member who has achieved something**



**Holding
one-to-ones**

**Group
discussions**

Retrospective





The load is shared between team members and discussed amicably without any finger-pointing.

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In Summary

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- Encourage them to work jointly in the sense that they have the same objective: that of producing a good and effective product.
- Teach them to know that as long as they are working on a project together, they should use the 'we' and 'us' concept to encompass every member. Any 'them' should refer to those outside the team.

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- Encourage them to work jointly in the sense that they have the same objective: that of producing a good and effective product.
- Teach them to know that as long as they are working on a project together, they should use the 'we' and 'us' concept to encompass every member. Any 'them' should refer to those outside the team.
- Coach the team to use retrospectives to discuss any issue and hold one-toones when absolutely necessary.