

# Office Cohesion – A Guide to Ensure Your Team Collaborate Effectively

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([Newswire.net](#) -- May 14, 2018) -- If you have recently been promoted into a role which has you managing a team who are not functioning properly or working well together, what do you do? Being tasked with leading a team of staff can be an exciting time, but a

dysfunctional team who are not collaborating effectively with each other can very quickly pull you down from your high and turn your life into a nightmare.

It is super important that you learn how to ensure that your team collaborate effectively and get a grip on them so that you can pull them back in line and help them work better together. Teams which aren't working cohesively are all different; there is no single reason why a team is not working well together and so you will need to get to the bottom of it before you can fix it.

As the team leader or manager, it is your job to change the mindset of your team and push them towards working better together for the benefit of the company.

## #1: Remove Trouble Makers

If you have a few [distinct members](#) in your team who appear to be the trouble makers and are responsible for the lack of cohesion within your team, remove them or make sure that they know that they will be gone if they don't buck up their ideas.

Although this does sound harsh, it will save you a lot of time and energy by just getting rid of the select few people who quite clearly don't care or want to be there; if trouble makers want to be trouble makers then you will be better off without them and they can go cause problems elsewhere.

## #2: Arrange Team Events

Team-building events and days out are not something which you should be scheduling for every week, however, every couple of months or so it really can help promote team cohesion and collaboration by taking everybody out for a meal or some other fun activities.

Planning these events can take a lot of time and effort, however there are plenty of [corporate entertainment and hospitality](#) providers that can aid you in the planning process. When arranging team-related events, focus on activities or venues which will promote communication between your team and enable them to be social and let their hair down. People who work hard together play hard together, and that means that your team are less likely to run into problems in the workplace and will work more harmoniously with each other as a result of some team bonding.

## #3: Create a Team Vision

As the leader of a team, it is part of your role to set the overall goals and vision of your team. This is a vision which you need to establish and set the goals to achieve it. A team vision does not have to be something outlandish or excessively complicated; a simple idea of what you want your team to accomplish and how you want them to accomplish it is a great start.

By having a plan, your team can communicate and work with each other to make it happen. The last thing you want is for your team to not know what is going on as this is counter-productive and can easily lead to disputes between team

members.

Managing a team, whilst challenging, is not something which ought to be too difficult. If you have inherited a team who are not working cohesively, it is your job to get them back on track and working better together. There are many ways you can do this and by taking your time to sit back, identifying what the problems are and then working on those whilst enabling your team to bond better with one another is a sure-fire way to improve cohesion and promote collaboration.

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