

TEAM PERFORMANCE LANDMINES



Dear Leader,

I hear you and see that you're exhausted and really need your team to step up. Instead of asking, "How can I get my people to perform better...?" Try asking, "How can I create a space where my team can do their best work?"

Here's how:

- **Check for landmines**
- **Stop if you find one**
- **Dig in and remove it**

If your team has no purpose, low trust, or unclear expectations, pause. Take the action you would if you discovered a landmine. STOP and FOCUS your energy on digging in and removing it.



The Landmine Small Print. It feels more productive and "action-oriented" to put in initiative spreadsheets and tracking and scorecards and metrics to get your team going, but if you don't have the foundation of trust, a shared purpose, and clear expectations the rest of the stuff is just noise. It won't work. Take a close look at yourself and your team to see where trust and expectations can be strengthened and clarified. I see these landmines perplex leaders and derail high performance all the time. Be on the lookout so they do not derail your team.