

One Page Summary: Supportive Teamwork for Managers

Supportive teamwork is the foundation of high-performing and resilient teams. Managers play a key role in fostering collaboration, trust, and a positive work environment to enable their teams to thrive.

Practical Steps for Managers

1. Foster Open Communication

- Hold regular team meetings to address challenges and celebrate successes.
- Encourage a culture where team members feel safe to share ideas and concerns.
- Actively listen to feedback and respond with actionable solutions.

2. Balance Workloads

- Monitor workloads to ensure tasks are distributed fairly.
- Support team members during high-pressure periods by reallocating resources.
- Encourage collaboration and shared responsibility for key objectives.

3. Provide Emotional Support

- Check in regularly with individuals to understand their well-being.
- Create safe spaces for open discussions about stress or challenges.
- Recognise signs of burnout and provide appropriate resources or adjustments.

4. Recognise and Celebrate Achievements

- Publicly acknowledge both individual and team accomplishments.
- Celebrate milestones to boost morale and motivation.
- Use small gestures, like thank-you notes, to show appreciation.

5. Build Trust and Respect

- Model integrity by following through on commitments.
- Address conflicts constructively, focusing on problem-solving.
- Foster mutual respect by valuing diverse perspectives and contributions.

6. Encourage Development

- Provide opportunities for training and skill-building.
- Promote knowledge sharing and peer mentoring within the team.
- Support career growth by aligning tasks with individual strengths and goals.

7. Create a Positive Work Environment

- Organise team-building activities to strengthen relationships.
- Promote inclusivity by addressing biases and ensuring equal participation.

- Encourage a culture of positivity and mutual support.

Key Benefits of Supportive Teamwork

- **Improved Performance:** Teams work more effectively with clear communication and shared goals.
- **Resilience:** Supportive teams adapt better to challenges and change.
- **Stronger Retention:** A positive environment reduces turnover and fosters loyalty.

Managers who prioritise supportive teamwork create cohesive, motivated teams that drive organisational success.