

People spend more than half of their time working in teams. That's over **40,000 hours** of team work in a lifetime.



So how do we make that time as effective as possible?

# 5 ways to optimise team performance



distinction  
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1



## Build and maintain **TRUST**

- Intra-team trust is a significant predictor of team effectiveness especially in virtual teams
- Focus everyone on being available and transparent about their whereabouts

2



## Reduce team **COGNITIVE LOAD**

- Overloading your team's collective cognitive load impairs decision-making, performance and increases stress.
- Review whether expectations are realistic and help your team prioritise and streamline

3



## Facilitate **SOCIAL COHESION**

- Direct link to improved team efficacy and productivity
- Create intentional opportunities for informal social interaction during the working day – don't leave it to chance

4



## Leverage team **COLLECTIVE IQ**

- Meetings offer a valuable opportunity to use the collective IQ of the team
- Consciously design and manage meetings so they are focused, inspiring, challenging and fun

5



## Proactively manage **CONFLICT**

- Some conflict prompts healthy debate but watch out for it turning into relationship or process conflict
- Mine for this and give your team the tools to strike the right balance on the conflict continuum