

Message from Maria ...

Hi everyone

What a busy and exciting month we had in March!

The month began with one of my articles being featured in [Fitness Australia's Reps magazine](#). This photo is a copy of the cover of the magazine together with the first page of my article.



Throughout the month we've been busily working behind the scenes developing our online program. Last week our [online business writing program](#) was launched!

I'm privileged through my work to meet many inspiring people. In March we celebrated International Women's Day. A client of mine, Marina Hart from OnePath, invited me to a 'working luncheon' that she hosted. It was good to see both men and women in attendance. Marina's luncheon generated some great discussions - check out my article on [International Women's Day](#) which summarised some key points from the discussions.

This month's article - What does TEAM mean for you? - is inspired by a management group that I worked with during the month of March. The article is a snippet of part of the day. The group was happy for me to share with you our discussions with the request that they remain anonymous. Thank you for sharing with us! :)

As always, we welcome your questions, comments and article ideas. Just [drop us a line](#) at any time. A special thank you to those of you who contacted me with feedback on the March newsletter!

Happy reading!
Maria



PS: Welcome to our new subscribers!

What does TEAM mean for you?

Here is a ***snippet of a day*** I worked with a management group looking at how they could promote team effectiveness in their workplace.

During the workshop, one of the participants developed an acronym for the word TEAM:

Total Evolvment of All Members

The group then brainstormed the 'why' and the 'how' of assisting their teams to evolve.



What does 'evolvment' mean?

According to the Macquarie dictionary it means 'to develop gradually into a more complex or better form.'

Why is it important to help your team evolve?

- For growth and advancement of both the individual and the team
- Greater role satisfaction and motivation to achieve both individual and team goals
- A great way to generate new ideas
- Every person has 'buy in' to the team's direction and how it will achieve its goals
- For continuous improvement
- Reduces the turnover of team members - people will stay where they're nourished
- Reduces absenteeism
- Reduces operating costs
- Enhances an organisation's image as a team player

How can this be achieved?

- Through open and frequent communication between you and your team members
- Providing training to assist team members to progress in their career path
- Providing performance monitoring with appropriate feedback
- Encouraging input into planning, decision making and operational aspects
- Encouraging and supporting team members to take responsibility for their work and to assist each other
- Valuing and rewarding individual and team efforts and contributions
- Recognising and addressing issues, concerns and problems
- Sharing information
- Leading by example
- Showing integrity, honesty, flexibility and reliability
- Providing resources to team members

Is your team an evolving team?

Do you have contributions for these lists?

[Click here to share with us your comments](#)

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