

Team or Community?



Are we a team?

Do we share a common goal?

AND

Do we work interdependently to achieve that goal?

Are we a community?

Do we have shared interests and experiences?

AND

Do we operate autonomously in the pursuit of our goals?

What does it matter?

Understanding the nature of our group shapes our approach to leadership, collaboration, and goal setting. Where teams rely on structured strategies and processes, communities thrive on a more flexible approach.

Examples of communities include:

- Sales reps with their own territories
- IT, HR, or Finance business partners who support different departments
- All Vice-Presidents from across an organization



How can we be a better community?

1 Get to know one another

Commit to get to know one another a little better so that you feel more comfortable seeking out support when you need it.

2 Provide backup

Learn about one another's areas so that you can step in when someone is unavailable and provide guidance and security.

3 Share learning

Share the lessons you have learned while supporting the organization.

4 Advocate for common concerns

Leverage your collective strength and speak with one voice to maximize your ability to influence the organization around shared priorities.

5 Be a sounding board

Be a sounding board for one another, bringing important and challenging issues to the table and seeking advice from the community.

6 Pool resources for shared initiatives

Identify areas where sharing resources can create more efficient operations.

