



4 Things to build a self-propelled team

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Are you continuously pushing or pulling your team, or is it self-propelled?

Here is what has worked for me over the years, particularly in a creative environment.

Alignment of Goals, Roles, and Responsibilities from top to bottom of the organization, on all key performance indicators. Gaps lead to quality shortfalls or missed deliveries. Overlaps create conflict and confusion.

Best practice is to have it in an open document.

How do you break down high-level business goals to task level individual goals?

Develop their Career through individually mentoring and encouraging them to invest in future jobs, just like we invest a fraction of our earnings towards R&D. Best development plans include training for the job today, training for the job tomorrow and a process improvement project for organization's gains today.

Do you find time to connect, understand, and align special assignments with career goals?

Recognition, Respect, and Inclusion is a great motivator. Everybody has unique talents, and diverse interests. Once the role gets aligned with the career, performance begins to improve; recognition will then act as a catalyst that speeds the reaction. Best practice is to do it regularly, openly, highlighting the behavior and the person.

Do you make it a point to seek input, and also provide rationale for your decision?

Have FUN with team events such as happy hours, a BBQ afternoon, competitive games, or a holiday party. They are the glue needed to bond different personalities, which then translates into a supportive work environment.

Best practice is to let the team run the event.

How often do you bring everyone together outside of work, to connect at a new level?

True leaders build self-propelled high-performing teams. Individuals are inspired to personally excel and support others to succeed, collectively achieving much more than sum of individual capacities and competencies.

If you are generally driving your team, sit back and look for a weak or missing link.

About Ripi Singh

With 25 years in technology development, management, and leadership; Dr. Ripi Singh has learnt that Innovation, Productivity and Quality can be concurrently improved to reduce operational stress. He is now on an advisory and coaching mission to help businesses around the world, with his proprietary Innovation Framework called +4 π . It goes above and beyond the traditional initiatives such as six-sigma and lean.

He is natural at Strategic thinking, Innovative problem solving, Technology Commercialization, University-Industry relationships, and high performance team building. His people, process and technology leadership skills span across multiple domains - aerospace, defense, healthcare, energy, manufacturing, and IT. He holds a PhD in Engineering and Masters in Strategy and Innovation.

Feel free to connect / follow him on LinkedIn.