

Dimensions of Learning Vol 2 - Adaptive Teams & Darwin

The Need for Adaptive Teams

Our experience has shown us that for organizations to win the battle in service, innovation or retention - there is one key factor that must be nurtured and mastered - **adaptive teams**. The terms “high performance and synergy” are still important, but teams today need to be nimble and flexible in day to day interactions.

It's adaptive teams that achieve amazing results, that break new records and scale new heights. In the work we have done with clients lately, we have found that **the ability to adapt is contagious**, and once enough people are infected, they can continue to inspire each other to even bigger and better results.



“It is not the strongest of the species that survive, nor the most intelligent, but the one most responsive to change.”

- Charles Darwin

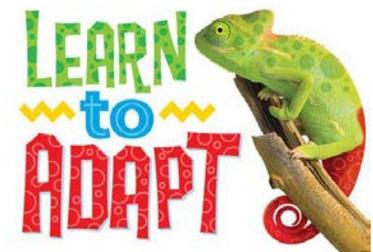
Every leader and organization should have the goal to create adaptive teams and here are 6 tactics that will help you achieve that goal.

1. Ignite the Passion & Purpose

When people are passionate they will go the extra mile; they will work harder and longer to achieve the goal. And the spark to that flame of passion starts with the leaders - those guiding any managing the organization. Passion is contagious, and the first thing we need to do is to find our passion and look to transfer that to our teams. People are much more inspired when they are trying to achieve things that have a higher importance, it gives them a sense of purpose, and a stronger desire to be successful.

2. Nurture Belief

Ten times out of ten, people become more inspired when they have the belief that they will be successful, and we need to nurture that belief - for each other. We all have greatness within us and all levels of an organization needs to pitch in to help our teams release their greatness. By building confidence each performers' abilities, a



belief of success is created - which can become a self-fulfilling prophecy.

3. Show What's Possible

People have greater belief when they have a plan or an approach which shows them how to be successful. So, we need to show them what needs to be done and how they can achieve the goals. This then leaves team members with the task of just following the plan, knowing that if they do that successfully, then they will be successful.

4. Invite Participation

It's impossible to force a team to be inspired, so an invitation to participate needs to be offered, and providing them an opportunity to achieve something special, something astounding. I have found as a leader I always get better results when I ask rather than tell people what they need to do.

When the invitation is accepted, the group also accepts partial accountability for achieving the desired results, and the commitment to follow through.

5. Recognize Achievement

We need to create some early wins, some quick successes and then recognize achievement, the more achievement we recognize, the more inspired the teams will become as they start to see themselves progressing towards the goal. What we recognize gets repeated, and we want to encourage our teams to continue to achieve success.

6. Empower Our Teams

The more empowered our teams are, the more ownership they take. The best way to empower our teams is to hold them accountable for outcomes. When you hold the teams accountable for outcomes, you allow them to take control of what needs to be done, and if they see that the approach is not achieving the desired results, then they can change it.

Corey Atkinson

Vice President of Learning & Development

CSPN - Organizational Development

Office (905) 477-5544

Cell (416) 898-6433

Follow Corey on [LinkedIn](#), and [Twitter](#), or email him at corey@mycspn.com.

His focus is to deliver insightful strategies for organizations to harness team potential and create engaging leaders.