

Small Business Owners - how can you create a team of one?

If you have ever done any team building activities, then you probably know about Belbin's team roles. The theory goes that a great team has someone who fulfils each role. However, if you are starting up in business you are usually a team of "one", at least for a while. Over recent months Michelle Lucas, Career Coach at greenfields has helped clients with fledgling businesses get to know their own team preferences – the first step to creating a self-supporting team. In this article Michelle outlines how the different team roles work

Of all the team roles it is the "**Chairman**" that will recognise that success comes through having the right people around them. Adept at making the best use of resources and controlling direction – they set out to deliver through others.

In a team the "**shapers**" stand out from the crowd and make their presence felt. The same is true when they set out in business. Personally confident and used to setting objectives and priorities these people have a natural desire to shape and structure everything around them. With bags of initiative and drive, these are often the very people that will set up business on their own.

Another team role that tends to stand out is the "**resource/investigator**" - a natural networker, they always seem to "know a man who can". Their relaxed personality and inquisitive nature makes them easy to get along with. Always ready to see the possibilities in a situation they are a positive force to do business with.

Conversely the "**monitor-evaluator**" is usually a less popular team role. Quick to spot what's missing and identifying flaws in logic or ideas they can be seen as a bit of a kill-joy. However, their objectivity is second to none and their analytical skills are highly tuned. This helps them have a great hit rate winning business having left no stone unturned in their business development activities.

The often under-valued team role is the "**implementer**" because they simply get on and deliver. Not looking for glory, they are blessed with natural self-discipline and plenty of common sense, seamlessly turning plans into reality. Whilst they are unlikely to set the world alight with a fantastic new idea they are ideal franchisees who can excel at system efficiency.

If you are looking for creativity it's the "**plants**" amongst us that generate a stream of innovative ideas. Often highly intelligent and with an independent outlook they are most likely to see opportunities for new products and services. With an ability to predict gaps in the market their problem is sometimes that they are "ahead of their time". Importantly their energy tends to be conceptual, and so to be successful they will need to partner with someone who can convert ideas into reality or who is more detailed.

The person for detail in the team is the "**completer-finisher**". With strength of character and a natural sense of order and purpose, this is the person who will identify "the little things" that need attention to ensure success. Even if the activity is not interesting or glamorous this person will have the self-control to see a job through to its conclusion.

The last team role to mention is the "**team worker**" probably the person least likely to set up independently as they like working with others. Being natural relationship builders, who like to support others they tend to dislike competition and so they are well suited to Associate work and strategic partnerships. Their flexibility and good listening skills mean they're ideal for delivering support services to other business owners – however, their humility and desire to avoid friction may mean they need help when negotiating!

Focusing you for success !

Contact : Michelle@coachU4success.co.uk

www.coachU4success.co.uk

Contact Michelle : 07717 122950

We are often capable of performing more than one of these team roles, but for the roles where we are not naturally adept we look to others to provide. Can you identify your own natural strengths? Visit www.coachU4success.co.uk/resources and take the online quiz and find out ? Successful business owners tend to have an element of the “Chairman” about them – they seek out a business mentor or coach to keep them on track and they outsource the stuff that is their Achilles heel. They learn the skill of networking strategically (look out for next month’s article which looks at how you can make networking work for you) with people who complement their own approach and so without needing to employ a whole support team they achieve a great “team of one”.

If you would like to know more about team dynamics either for yourself, your team or your business then visit www.coachU4success.co.uk for more information or contact Michelle direct on 07717 122950 or e-mail her michelle@coachU4success.co.uk

Focusing you for success !

Contact : Michelle@coachU4success.co.uk