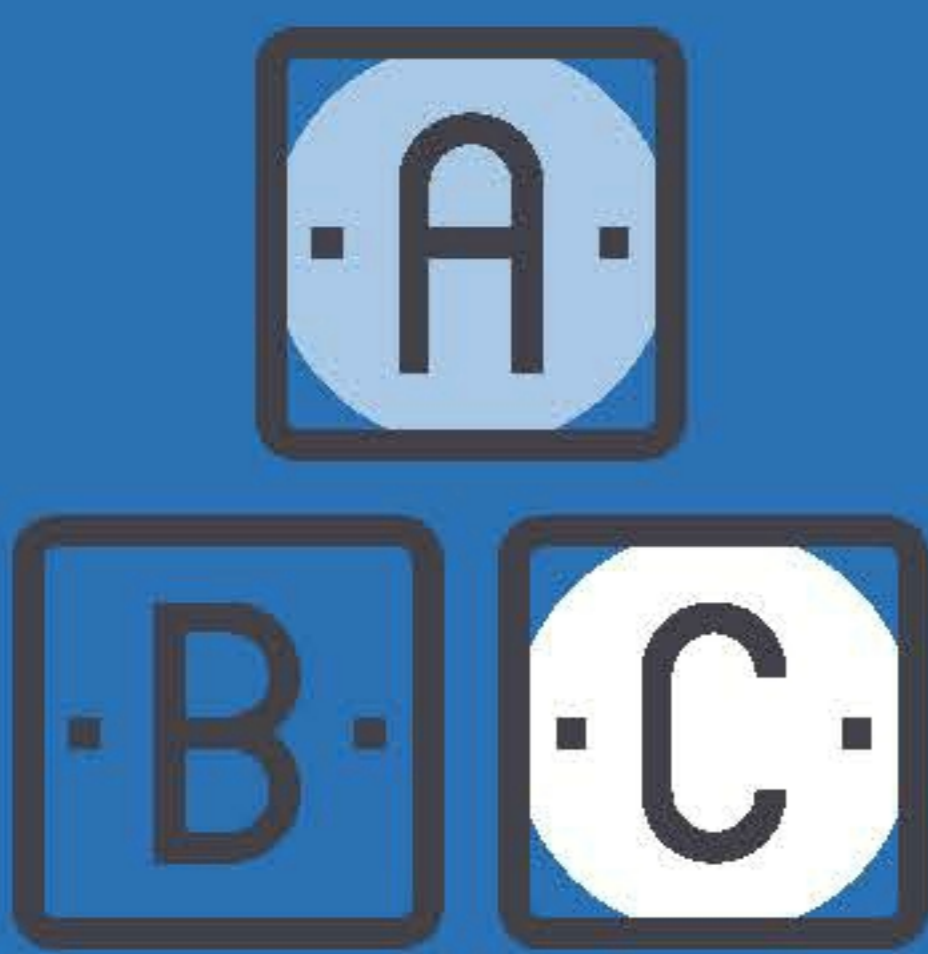# Creating an Adaptive, Action-Oriented Team

5 WAYS TO IMPROVE YOUR TEAM

1) CLARIFY ROLES AND RESPONSIBILITIES

Clear designation of roles and responsibilities increases team efficiency, decreases confusion, and simplifies partnership relations. Clarity can be achieved through regularly updated scopes of work and workplans.

2) BE DATA-DRIVEN

Ensuring your team uses good, available data keeps you on track towards objectives; capture and articulate results; and adapt in an informed and strategic manner. Being data-driven goes beyond a results framework, to ownership of monitoring responsibilities for all activity managers and use of data by decision-makers.
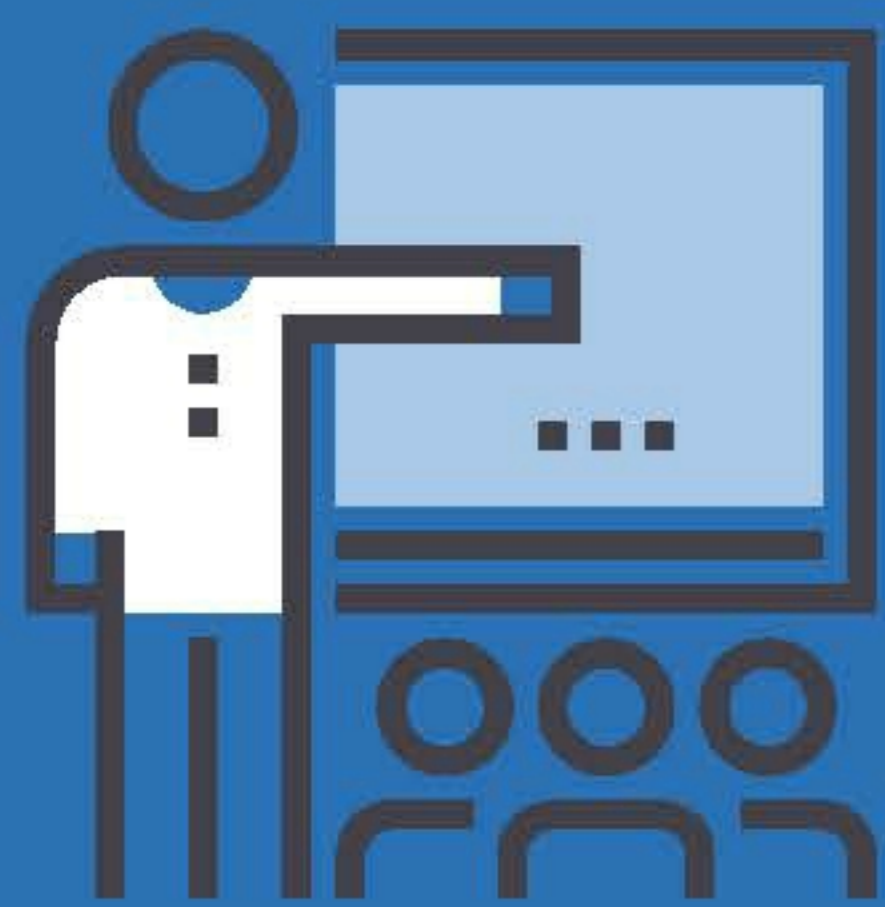
3) FOSTER A COMMON STRATEGIC VISION

A clear and cohesive strategic vision can help bring your team together and make sure you're all working towards a common goal. Clear strategy improves team efficacy, bonding, and external marketing of team efforts.

4) ENCOURAGE PROBLEM SOLVING

Leadership and peers that encourage active problem solving can help identify potential pitfalls early and adapt quickly to improve programming— leading to better results. This means being honest about failure, but focused on adaptations.
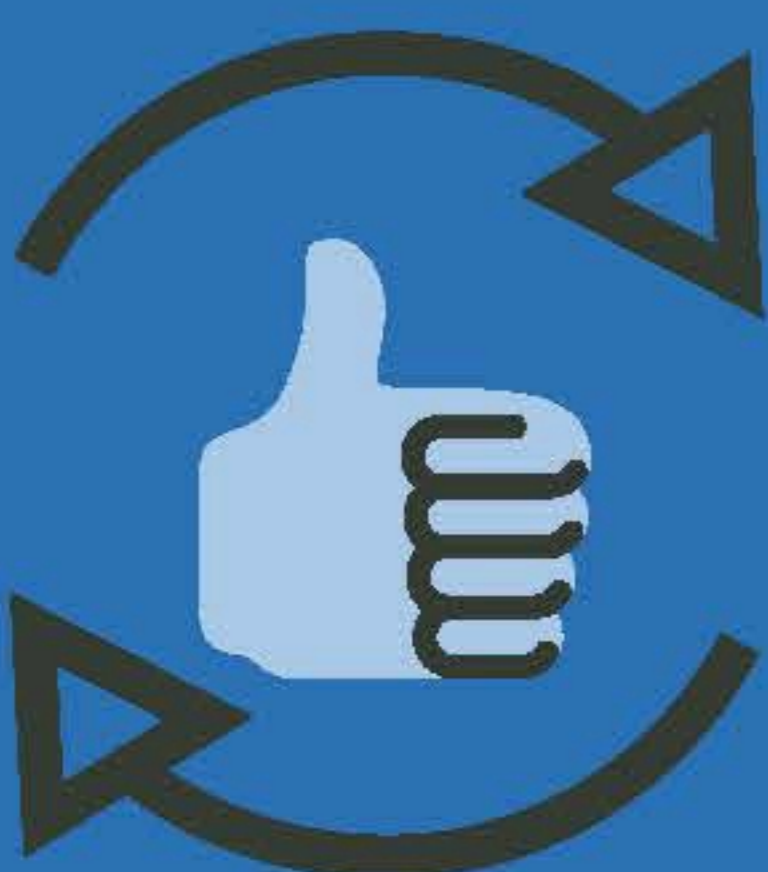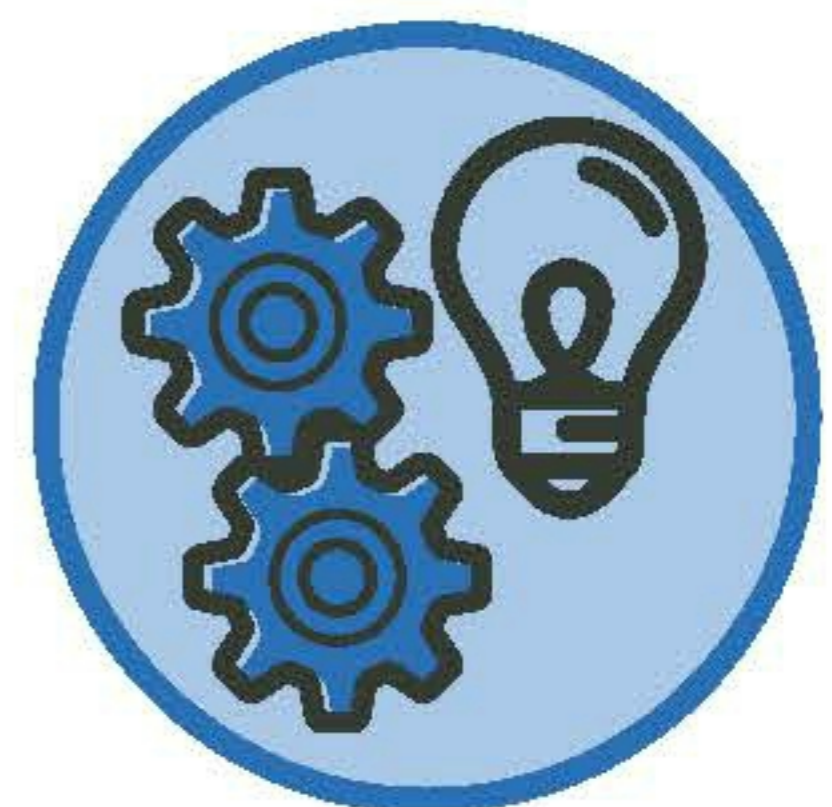
5) BE ENTHUSIASTIC ABOUT LEARNING AND ADAPTATION

Leadership that is enthusiastic about learnings- the good, bad, and ugly- builds a team that is ready to honestly reflect on lessons learned and move forward with adaptations. That enthusiasm needs to translate into setting aside time to pause and reflect. More resources on collaborating, learning, and adapting can be found here.