

Creating Team: Don't do it alone

(From the E-Book [Powerful Careers: Designing & Living Fulfillment](#) (get your copy [here!](#))

The title says it all. Create a team, don't try to do it alone. As you look to fulfill on your dream career, there will be people who are going to be resources for you. We've looked at the communities that you participate in, and where you want to start participating. Now consider that creating a team of people, committed to the same vision you have, will exponentially increase the power of your efforts, and the effectiveness of your plan. For example, if you could have 10 conversations, 10 people could have 100 conversations in the same time.

Creating a team is both an easy thing to do and a challenge. It's easy because people want to contribute. It's easy because people will hear your vision and want that same thing for themselves. It's easy because a group of people is more effective than an individual alone. And it's a challenge, because you have to manage that team. You have to create a vision that will encompass the goals and aspirations of each individual, and which will support the ultimate mission of the group. You'll have to deal with personalities, egos, fears, and insecurities. But then, you'd be dealing with those on your own anyway, wouldn't you?!

When you're creating a team, the primary rule has to be "make it work for everyone." Recognize that each person will have their own objective. Sit down with them and have everyone create for themselves what they want to accomplish for themselves out of their participation in the group. Then have the group create an overall mission that encompasses and will provide for each individual's goals.

When designing a dream career team, you want to look at the people who will support your goals, and will hold you to account for taking the actions which you say will produce the results you know will cause the future you have designed. This team is NOT a team of followers, "yes" people, or sycophants! This is a team of experts in their fields – you want to surround yourself with people who have strengths in the areas you find yourself most confronted or stopped. A good place

to start is to look at the actions that need to be taken to produce the results; look to see which actions are on your “love to do “ list; Anything that is not – give it away to someone who loves to do it!

Remember – anything you do that is not on your “love to Do’ list is not only creating “work” for yourself, but denying the opportunity to someone who would love to do it. Let them!!

Regular structure is needed for this group to be effective. When I say regular, I mean a structure of communication, meetings, phone calls, e-mails, etc., that is regularly scheduled. For example, a half hour weekly conference call with the team, individual phone calls once a week, and a monthly face to face meeting to discuss results, and create the next 90 days.

One of the structures which has proven effective is the “Mastermind Group” technique. This group functions much like a Board of Directors for a corporation. This is where you can brainstorm new ideas, check in on the effectiveness of current actions, and get vital feedback from people who are not necessarily “in the trenches” with you. An objective observer is often able to see more clearly what is working, what doesn’t work, and what might be added to cause the desired results. In fact, this structure has become the focus of a new offering here at Empowered Enterprises; we have trained facilitators available to our clients to design and implement powerful and effective mastermind teams.