

Investing in a Team

The college football season is under way, and fans all across the country are cheering for their favorite schools. As action unfolds on the gridiron, victories or defeats are in direct proportion to the degree of teamwork being manifested. It's a simple precept that every coach understands.

Nowhere is teamwork more important than in the mission of Life Care, Century Park and Life Care at Home, for a couple of reasons: (1) the urgency of blending divergent disciplines into one high-performing unit, and (2) the ultimate impact of the team's efforts on behalf of our residents, the frail and infirm elderly. We are not involved in a game, but in critical health-care issues.

Most people recognize that investing in a team brings benefits to everyone on the team. Noted author and speaker John C. Maxwell identifies 10 steps you can take to invest in your team:

1. Make the decision to build a team. That may seem to be a silly first step, but you must desire a team – with all of its intricate functionality – before you begin to develop it.
2. Gather the best team possible. Life Care's *Hiring Winners* approach is a great resource.
3. Pay the price to develop a team. It won't be easy.
4. Do things together as a team.
5. Empower team members with responsibility and authority.
6. Give credit for success to the team.
7. Watch to see that the investment in the team is paying off.
8. Stop your investment in players who do not grow.
9. Create new opportunities for the team.
10. Give the team the best possible chance to succeed.

One of the great benefits of investing in a team is that it almost guarantees a high return for the effort, because a team can do so much more than individuals. It's an old saying, but it is true: Where there's a will, there's a way; where there's a team, there's more than one way.

--Beecher Hunter