

How to become a super team

Super teams manage their time, energy and attention effectively. They actively make each other better and consistently build new skills and improve together.

Borrowing brilliance from Ron Friedman's research, these seven ideas will help you explore your team's super team status. Use the questions to spark discussion and the actions to try new ways of working together.



Deeper dive

Questions and actions to build your super team

1. Run more experiments

Super teams ask questions, try new things and innovate even when things are going well.

Ask: "What's one thing we're already good at as a team?"

Try: Choose one strength and design one small team experiment to make it even better.

2. Make curiosity contagious

Super teams know what they don't know and are intentional about learning together.

Ask: "What don't we know enough about that feels important?"

Try: Bring the outside in. Ask someone in a different industry: "What are the biggest challenges, priorities and insights in your world right now?"

3. Ask the uncomfortable questions

Super teams spend time uncovering what's getting in the way of progress.

Ask: "Our biggest priority is X. What's getting in the way of making progress?"

Try: Create a Blockers and Unlockers list. Pick one blocker, identify possible unlockers and agree one action to try together.

4. Roll up your sleeves

Super teams pitch in and use their strengths where they make the biggest difference.

Ask: "What are two strengths you have that could help the whole team?"

Try: Run a hive mind session. One person shares a challenge and everyone brings their two strengths to help solve it.

5. Make feedback feel like support

Feedback fuels learning, and super teams are good at giving and receiving feedback.

Ask: "Where are the moments where we could add feedback into the way we already work?"

Try: Pick something you're working on as a team. Ask everyone to share one "say the hard thing" statement about what's getting in the way of progress.

6. Encourage growth even when it doesn't benefit you

Super teams support learning, even when it doesn't directly benefit the team.

Ask: "What do you enjoy doing when you're not at work?"

Try: Team Pecha Kucha Passions sessions. Share something you love outside work and what you've learned from it.

7. Lead with meaning, not just metrics

Super teams have a clear sense of purpose and know what that team is there to achieve.

Ask: What metrics are getting in the way or distracting us from making progress?

Try: Why this? Why us? Why now? If you can answer these clearly, you have a metric with meaning.