

Supporting and Guiding an Innovative Team

Frontline managers need to provide support to their employees and guide them when necessary if they are going to succeed. Here are some ways to develop and maintain a supportive work environment.

Model Behaviour

One way is to model desirable behaviour. If employees are expected to collaborate, work hard, be responsible, fair and respectful towards each other, the team leader has to be the first one to exhibit all these characteristics.

He or she needs to be the one to lead by example and to coach and mentor as necessary.

If the team needs to be innovative, the team leader needs to bring innovative ideas to the table first. Collaboration is one of the best methods for innovation. We will talk about sharing ideas shortly.

Share information

Sharing ideas with others has multiple benefits. It helps build on each other's knowledge and develop better solutions. Ideas should be challenged in a positive matter to develop them even further.

Seek Stimuli

Sharing ideas is a great way to expand knowledge, but sometimes it is just not enough. If a team has been working together for a long time and people have similar backgrounds and work experiences, they may find themselves a bit short on ideas, or coming up with very similar ideas all the time.

In such situations, seeking external stimuli may be beneficial.

Attending formal training or attending workshops may be an option, as well as bringing in experts to hold training within the company.