

Ellen Donati

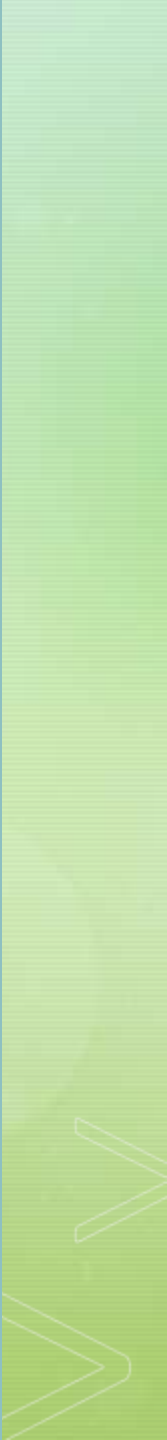
Office of Legislative Counsel

California



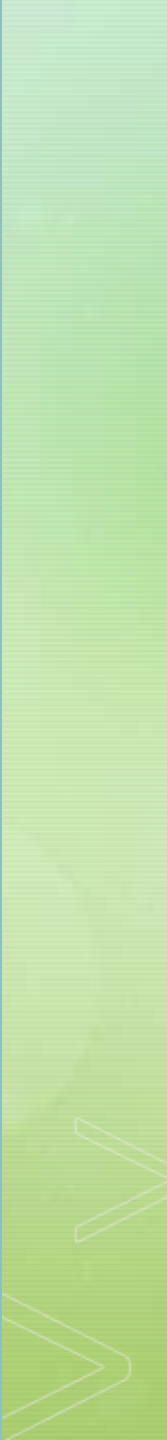


Assess the Team – Adding on

- What's the team's reputation?
 - How are they all getting along?
 - Any bad or good behavior being ignored?
 - Can you measure what they are doing?
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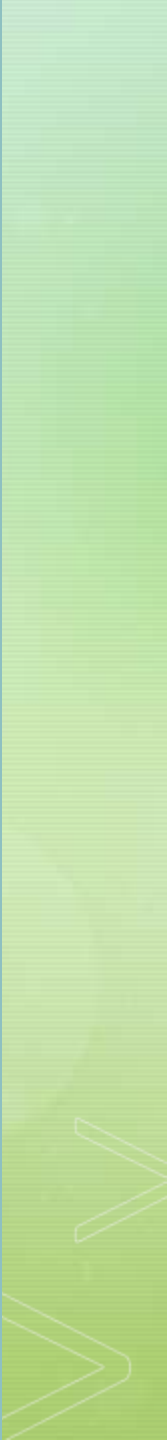


Set Goals & Have a Purpose

- Set a culture
 - Provide training
 - Find out their individual goals
 - Open up opportunities
 - Give performance reviews
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Value Differences

- Use their differences to shore up the team
 - Know it all, clown, tattler tale, Nosy, Eeyore
 - Knowledgebase expert, morale officer, quality control, mom, Continual Improvement Analyst
 - Hire diversity
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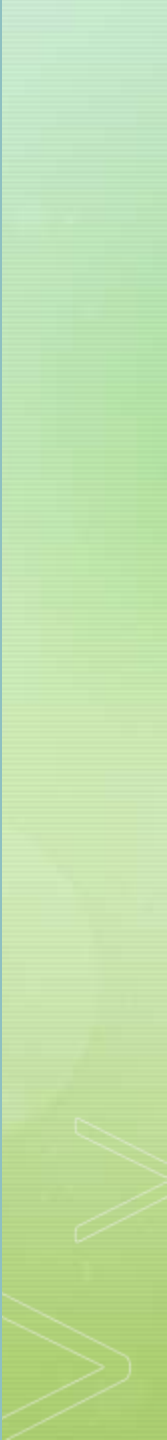


Have fun

- Celebrate accomplishments
- Learn about each other
- Have the team do the work
- Use Gamification



Involve Everyone

- Have them reward each other
 - Have everyone take turns with events
 - Keep channels open with other groups
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Advice

- Move their locations
 - Develop leads & ensure you are on the same page
 - Shut down bullies & negative behavior right away
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