

# RVM Architecture Insider

September 2013

## How to Build and Keep a High Performance Team

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New Age Technology

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### How to Build and Keep a High Performance Team

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It's Ron here, from RVM Construction, and it's no secret that RVM is looking to partner with the best Architectural firms in the business.

Constantly building and refining our team has been key to our growth in the past and I know that it will continue to serve us well in the future. Are you and your firm a good fit?

#### What's in a Team?

A team is basically a group of people with complementary skills who are mutually committed to working together toward a common goal with shared rewards.

#### Highly Effective Teams...

**See "the big picture."** This promotes collaboration, increases commitment and improves quality. Each team member knows the greater goals of the organization and understands the context of their own (and each others') roles and responsibilities toward those goals.

**Have common goals.** Effective teams know what the goals are AND know how to determine if they've reached them (or not).

**Collaborate.** Effective teams are all about interdependency. Collaboration reduces the need for playing "the blame game" while encouraging opportunities for learning and improvement.

### **Smells Like Team Spirit**

Whether you're building a team from scratch or working with an existing team, here are some key strategies to help make the most of your team.

### **Effective Team Leaders Must...**

- Give clear tasks and goals.
- Ensure that the team has the necessary support, resources, structure and training to do their jobs.
- Put a deadline on everything - whether it "needs" it or not. Remember, the task on hand will expand to fill the time allotted.
- Over-communicate. Better to have the information and not need it than to need it and not have it (including timely, constructive and consistent feedback).
- Promote problem-solving within the team. How? By seeing mistakes as opportunities (and encouraging the team to do the same). Instead of hiding mistakes, people become proactive.
- Focus on structure. Poor performance is usually due to poor team structure, not individual performance. Poor structure leads to negative, ineffective behaviors in individuals and impedes communication. If team members feel that they are misunderstood or competing against each other, they're more likely to hold back information or resources.

### **How to keep your team invested in your success:**

- Offer challenging work and opportunities for learning. This gives people a chance to grow into new roles and encourages responsibility.
- Offer freedom and independence in the decision-making process to encourage self-empowerment.

Powerful individuals make powerful teams.

- Recognize the contribution of your team. This is absolutely critical to the success of any company, and most leaders fail at doing so adequately - a HUGE mistake. Noticing (and publicly acknowledging) the effort of each team member is an underutilized (and free) way to ensure team success. Remember, no one does it alone.

- Pay them well.

- Create win-win situations by making referrals to contracting superstars and watch their businesses grow (and make referrals back to you!)

Sincerely,  
Ron VanderMooren

Owner and CEO

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### **Looking for a Few Good Firms**

RVM Construction is an Orange County , CA General Contracting firm that specializes in the construction and remodeling of fine residential homes and quality commercial buildings. Over the last 35 years we have built a reputation and following mainly due to our values and commitment to delighting customers.

**Our mission is to provide exceptional customer service** while constructing exceptional-quality projects that meet budget and schedule goals. The true reflection of RVM Construction's success is that many of our customers are repeat clients. We establish business relationships based on trust, service and a track record of successful projects completed.

Clients choose RVM Construction because they value honesty, integrity, and a consistent quality of workmanship. Realtors and architects recommend RVM Construction because we are knowledgeable, reasonable, fair, and we

understand and address client issues early and stay on top of the entire process.

**Does this sound like you and your firm? If so, we would love to hear from you to set up a meeting to see how we can partner for success.**

**Ron Vandermooren**

**714-632-9420**

**RVM Construction**

**From Concept to Completion**