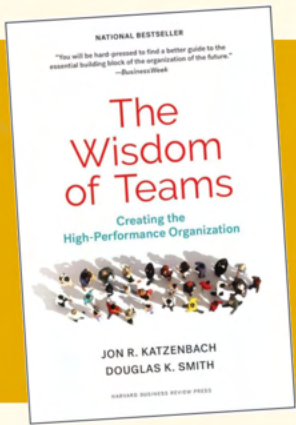


# Harnessing Team Wisdom

Insights from Kiefer Consulting for State and Local Governments



This marks the fourth and concluding release in the **Kiefer Summer Reading Infographic Series**, shedding light on key principles from "**The Wisdom of Teams**" by Jon R. Katzenbach and Douglas K. Smith. This infographic offers valuable insights into the dynamics of prosperous teams.



The infographic distills **four essential characteristics** from the book, aligning with Kiefer Consulting's leading approaches.

## 1. Small Size and Complementary Skills

Effective teams are small and composed of members with complementary skills. Each member's expertise and skills are pivotal to the team's overall success.

At Kiefer, we ensure each team member's role is clear yet dynamically integrates with the whole team, much like our approach in building SharePoint solutions for government projects.

Governments can boost productivity by structuring small, agile teams focused on specific projects, ensuring a diverse set of skills that complement each other.



## 2. Common Purpose and Performance Goals

High-performing teams are united by a common purpose and clear performance goals that are both meaningful and challenging.

At Kiefer Consulting, aligning our goals with the needs of our clients guarantees both accountability and progress.

For government entities, setting clear, shared goals helps align team efforts and enhances accountability in service delivery.



## 3. Mutual Accountability

Members of successful teams hold each other accountable, which fosters an environment of trust and open communication.

At Kiefer, mutual accountability is not just a principle; it's our practice. This ensures every project milestone is met with precision.

Implementing a culture of mutual accountability in government can lead to higher efficiency and more robust project outcomes.



## 4. Commitment to Team Success

Teams that achieve extraordinary results show a deep commitment to one another's personal growth and success, as well as to the team's collective mission.

Kiefer invests in the development of our people, knowing that their growth leads to our team's success.

State and local governments can enhance team productivity by fostering a culture that values personal and collective growth, ensuring that team successes are celebrated and learned from.



"Teams do not become teams because they are labeled as such. It's their commitment to growth and success that binds them." — Katzenbach & Smith

The power of teams comes from the intense directionality provided by a clear purpose." — Katzenbach & Smith

Be sure to pick up "The Wisdom of Teams" by Jon R. Katzenbach and Douglas K. Smith