



**DEFINING
A *successful*
BUILD
TEAM.**

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DEFINING A SUCCESSFUL BUILD TEAM.

Who does not like to succeed? We all like to hear job well done – especially when embarking on a building project. Before starting any project, one of the most impactful decisions you will make is determining the team who will shepherd it forward. The success of your project is directly linked to a successful relationship of the team driving it. Mattie Stepanek captured well when he said, “Unity is strength. . . when there is teamwork and collaboration, wonderful things can be achieved.” So, what does a successful team look like?

I believe there are five motivational areas of focus for building and keeping a successful team – Relationships, Communication, Clarity, Leadership, and Joy.

Relationships. It is not about just being connected, together working towards the same task, it is an intentional focus on the people in your team and those working on your project. Get to know each other, build trust through open dialogue, and find your common ground. Everyone has a part to play, and the team will be stronger for recognizing it. We have all heard what you put in is what you get out. Your team will spend a lot of time together, working through various challenges and/or opportunities and needs to have this base to return to.

Communication. It is one of the pillars of any great relationship. The importance here is to cast a compelling vision. You need to define what you are hoping to achieve and discuss how you expect to get there. Make sure all parties have an opportunity to speak into and ultimately buy in to the project goals. Establish a method for sharing information, create a distribution plan for action items and the decisions for them. Whether in person or online (think zoom) hold regular meeting to discuss progress and evaluate next steps. This communication is critical in creating clarity.

Clarity. Creating clarity is meant to be a challenging process. The key to finding the way forward is asking questions, challenging assumptions and diving into what success looks like for all parties involved. Success will mean different things to everyone. Some will focus on and creating clarity on where each member is speaking from helps frame the discussion and find solutions to accomplish most if not all the expectations you have identified. But most important, clarity builds trust the team is together and on the path to success.

Leadership. Encouragement and motivation are a must in keeping a project team on task on working together. A clear organizational structure for the project needs to be identified, giving clarity on roles and expectations for the various players. You want to provide a clear direction with a defined framework that values effectiveness over efficiency. C.S. Lewis puts it best “We all want progress, but if you’re on the wrong road, progress means doing an about-turn and walking back to the right road; in that case, the man who turns back soonest is the most progressive.” Leading from within the team enables the team to shepherd the project to the community.

Joy. We are emotive beings, each with our own opinions. You will spend a lot of time together as a group, making decisions to move your project forward, so make sure you are willing to commit and contribute accordingly. All relationships need nourishment. Be purposeful in how you cultivate the relationships within the team. Enjoy each other, enjoy the process, and use the experience as a growth opportunity. Whether the team is together or mired in friction will be born out in the work itself. Every project should be seen as a blessing, an opportunity to glorify God in what he enables us to achieve.

Parting Thoughts

Being successful is more than just completing your given task. Success is found in the preparations you make, it is found in how your team delivers on expectations, and it can be found in the impact a project has on the intended audience when completed. By focusing on these five motivational areas in developing a build team, you will create the synergy needed to shepherd a project to a successful completion – Glorifying God and bringing more people to know Him.



Mark R. Ashcraft, Director of Design Strategy





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