

How to Master Property Management Team Building! © by Ernest F. Oriente, *The Coach*

Back when Lee Iacocca was trying to fix Chrysler his company ran a commercial that ended with the quote “Lead, follow or get out of the way”. This quote mirrors perfectly the steps of successful team building which requires you to lead at times, follow at other times and most importantly, know exactly when to get out of the way.

As a property management professional, your success is a direct reflection of your ability to provide powerful team leadership. Yet, when was the last time you invested in strengthening your skills as a team builder? Or, when was the last time you asked your team to evaluate your team building skills? Powerful team leadership will allow you to guide your property management team dynamically, while creating giant results!

Ten Tips for Powerful Team Building

1. Individual Participation + Your Leadership = *Giant Results*
2. Short Term Projects + Daily Goals + a Specific Deadline = *Successful Outcomes*
3. Each participant must be reminded they are a Team Participant. Why is this important?
4. Types Of Teams: Executive Team, Cross-Functional Team, Business Team, Support Team, Project Team, Change Team, Hot Group.
5. Integrity + Vision + Commitment + Results-Focused + Courage = *Powerful Leadership*
6. Always reward success but never let errors go uncorrected.
7. Key Team Roles: Team Leader, Critic, Implementer, Coordinator, Idea Person, Inspector.
8. Don't let failure on one part of a project jeopardize the overall group/project success.
9. Support From Your Technology/Information Team + Your Team's Input = *Powerful Systems*
10. Quick, quality wins encourage more team effort!

Want to learn more about your team leadership skills? Send an E-mail to ernest@powerhour.com and *The Coach* will E-mail back to you a **FREE** 32 question self-assessment on leadership. Would you like to know how your leadership and communication skills measure on a scale of 1-100? Would you like to know the level of those on your property management team or be able to measure the leadership skills of people you are interviewing for a position within your company? E-mail a note and *The Coach* will E-mail you a one-page behavior assessment form, which can be completed in ten minutes or less.

E-mail your assessment form back and in return, you will be confidentially E-mailed an 11 page assessment* {a \$100 value} outlining your unique leadership/communication style. In addition, once you receive your assessment we will schedule a 45-minute call {a \$300 value} to review your results and to discuss your role as a team builder. **[* A small processing and analysis fee of \$25 will be assessed, limit one per company.]**

Ernest F. Oriente, a business coach since 1995 [23,030 hours]--the author of SmartMatch Alliances--and the founder of PowerHour...[www.powerhour.com], has a passion for coaching his clients on executive leadership, hiring and motivating property management SuperStars, traditional and Internet marketing, competitive sales strategies, and high leverage alliances for property management teams and their leaders. He provides private and group coaching for property management companies around North America, investment banking services, executive recruiting services and powerful tools for hiring property management SuperStars and building dynamic teams. Ernest worked for Motorola, Primedia and is certified in the Xerox sales methodologies. Recent interviews and

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