5 Reasons Why Teams Fail to Deliver

If you have ever been part of a successful team, you probably recall the feeling of satisfaction at what you delivered. On the other hand if you have been part of a team that had a lot of promise that never materialized, you probably felt frustrated, a failure or just plain fed up. There are a whole host of reasons why teams fail, so let's look at 5 reasons why teams fail and what should you do instead.

Reason 1: Absence of clear goals

If any team is to have a chance of delivering, it has to have a clear goal or result that it is aiming for. Often those that set up teams fail to do this or if they do they have vague or meaningless goals. So how do you set a clear goal? Simply define precisely what you want to be different when the team has completed its work.

Reason 2: Poor decision making

Taking decisions is never easy at the best of times. In a team there are a whole host of opinions, views, suggestions and ideas to be considered. Without a clear decision making process, the team runs the risk of being like a spinning top – going round and round but never going forward.

To overcome this, teams need to have a systematic approach to collecting opinions, evaluating the options and taking decisions.

Reason 3: Lack of mutual accountability

Most people are great at being accountable individually. Fewer are comfortable with the concept of being mutually accountable for the results of the team. Part of the way of overcoming this is to link the rewards to the results that are delivered collectively rather than individually.

Reason 4: Lots of talking but little action

Ever been part of a team where all the focus is on the problems or circumstances rather than taking action. I know that I have been in those types of teams and they get nowhere fast. Remember that all problems, no matter what they are have a solution. It is merely a matter of discovering or creating the solution.

Reason 5: Closed minds

One of the great things about teams is that they bring a wide range of skills, experience, knowledge and attributes to bear. Sadly, people often only see situations through a single lens -their own. To overcome this it is important to equip teams with the tools to effectively understand and recognize the contributions of others.

Teams have the potential to make a real impact in organizations. So what's stopping your team from delivering results?