



HR Outcomes Insights Playbook: Increase Engagement by Focusing on Teamwork

Understanding the Theme: Teamwork

Teamwork is the collaboration of a group of people to achieve a common goal or to perform collectively in the most effective and efficient way. It's more than just people working together, It involves collaboration, communication, and a shared understanding of objectives.

Engagement is an employee's intellectual and emotional connection with an employer, demonstrated by motivation and commitment to positively impacting the company vision and goals. Here's how teamwork plays a role in improving engagement:



The Connection Between Teamwork and Engagement

- 1 Shared Goals: When a team works well together, they create shared goals. This leads to a sense of purpose and belonging, which boosts engagement.
- 2 Effective Communication: Teams that communicate effectively ensure clarity of roles and responsibilities, reducing confusion and increasing motivation.
- 3 Collaboration: When employees collaborate, they learn from each other, get new perspectives, and find innovative solutions, all of which keep them interested and engaged.



How to Measure Impact

Insights highlight these themes on your HR Outcomes Dashboard to show you areas in your organization that are low in specific drivers or manager competencies.

Using this as a baseline, the next time an Engagement Survey with Drivers, Manager Effectiveness Survey, or Manager Effectiveness Review goes out, you can observe whether the actions you're taking have moved the needle.





Getting Executive Buy-in

For executive leaders, understanding the financial and strategic implications of teamwork, and how HR can make an impact, is crucial.

Direct Impact on Revenue:

As teams work cohesively, they can better anticipate market demands, reduce miscommunication-related delays, and create products or services that resonate more with customers. Essentially, when a team functions harmoniously, the business is positioned to respond more effectively to market opportunities, leading to increased revenue.

Process Operations and Cost Savings:

When teams are working well together, individuals are able to play to their strengths and share their knowledge in order to assist others. This leads to operational efficiency in many ways, which equates to less time spent duplicating efforts or finding answers to questions that have been answered by others on the team.

Impact on Turnover:

When teams collaborate effectively, members feel valued, understood, and integral to the company's success. This heightened sense of belonging and purpose reduces the desire to seek opportunities elsewhere, leading to decreased turnover. As a direct consequence, companies experience a reduction in the considerable costs associated with recruiting, onboarding, and training new employees.



Recommendations for Taking Action

1 Manager Training

Managers play a pivotal role in fostering **teamwork**. They need tools and knowledge to guide, support, and recognize their teams' teamwork effectively.

Empower your managers with these teamwork-focused **Transform Microlearnings**:

- [Influential Leadership](#)
- [Going Direct: Resolving Tensions with Co-workers](#)
- [Driving Psych Safety with Role Clarity](#)

Best Practices

Encourage managers to apply their learnings immediately by following the recommendations in the “apply” section of each micro-learning.

3 Weekly Check-ins

Coach managers to reflect on teamwork when reviewing check-ins. Take it one step further by adding questions to the check-in that inspire reflection on teamwork.

Best Practices

Managers should look for opportunities to tag other people when reviewing a Check-in. If there is something that is a win or an opportunity, managers can connect the dots and create more visibility by quickly tagging someone and adding a comment “@Sam really appreciate the way you supported Tim in getting through this tough problem.”

2 Weekly 1-on-1s

Managers should incorporate discussions centered on **teamwork** during 1:1s with direct reports.

They should plan talking points focused on establishing core values, shared goals, and opportunities for working together.

Best Practices

Look at the work itself, a particular meeting or project, and ask “what was it about the way you worked together that made progress or success possible?” Or, the flip side “What did you need in that collaboration you didn’t get?” Then you have an opportunity (and responsibility) to coach them around clearing conversations, feedback, and repairing breaks in trust or respect.

4 High-Fives

Managers should give their direct reports teamwork focused High-fives.

Best Practices

Managers should be intentional about recognizing specific achievements that showcased teamwork, mentioning whole teams or groups of people. High-fives that are genuine, specific, and timely will be most likely to create more trust and connection.



Getting Manager Buy-in

Managers directly benefit from strong **teamwork** on their teams by experiencing improved efficiency and productivity as team members collaborate effectively, share responsibilities, and help each other achieve goals.

When managers prioritize **teamwork**, they typically observe the following:

Improved Collaboration:

By fostering a collaborative environment, team members are encouraged to work together more effectively, share knowledge, and leverage each other's strengths to accomplish tasks and projects.

Enhanced Problem-Solving Abilities:

Through teamwork, individuals bring diverse perspectives and expertise to the table, enabling the team to tackle complex challenges by combining different viewpoints and experiences.

Increased Creativity:

Teamwork often leads to the generation of more innovative ideas and solutions, as the collective brainstorming and collaboration stimulate creative thinking and encourage the exploration of new possibilities.

Recommendations for Manager Engagement

- 1 Communicate early and often:** It's essential for managers to understand that this isn't just another task added to their already full plate. Emphasize the benefits of these actions not just for the organization, but for their teams and their own personal leadership journey.
- 2 Workshop the "Why":** Consider hosting a workshop or discussion session emphasizing the goal of improving performance by focusing manager actions on teamwork. Highlighting case studies, telling stories that highlight what success looks like, and sharing real team data can make this more relatable.
- 3 Continuous Feedback Loop:** Encourage managers to share their feedback, challenges, and success stories as they embark on taking the recommended actions. This continuous feedback will not only help refine the process, but also emphasize their pivotal role in the initiative



Examples of Actions

Real examples so you can take action within 15Five today.

Check-in Questions

Include talking points focused on feedback in upcoming Check-ins. Some examples from 15five's science-backed question bank include the following below. Learn more about adding questions to your check-ins in the [15five Help Center](#).

Do you feel close and connected as a [department] team?

What's one thing you need from someone else on your team to be more successful? @ mention them here.

Do you feel safe bringing up problems and tough issues with your co-workers and team members? Are there any issues right now you need support getting resolved?

1-on-1 Talking Points

Coach managers to Include talking points focused on teamwork in upcoming 1:1s. Some examples from 15five's science-backed question bank include the following below. Learn more about adding talking points to your 1:1s in the [15five Help Center](#).



Who do you love working with? Who gives you the most energy at work? Who do you want to work with more? Tag them here.



Do you feel you have strong social support at work and meaningful relationships with your coworkers? Who do you feel the most connected to and what makes that relationship great?



Do you feel our workplace culture is positively energizing (with people who uplift, inspire, and energize you)?



High-Fives

Coach managers to give high-fives that highlight teamwork. Learn more about best practices for high fives in the [15five Help Center](#).

@Shane and @Maria, the two of you did a great job speaking about 15Five at the conference this weekend. You articulated our “why” in an inspiring manner which left prospects interested in learning more about our product!



Sample Communication to Managers

Subject: Teamwork Makes the Dream Work

Dear [Manager's First Name/Team],

Exciting times ahead! As we continually seek ways to increase engagement, a key theme has emerged for your team: **Teamwork**.

As a manager, you're at the heart of this initiative. We've identified some key actions for you to take over the coming [timeframe] to improve our culture of teamwork:

1. Engage in Manager training by taking these micro-learning courses: Influential Leadership, Going Direct: Resolving Tensions with Coworkers, Driving Psych Safety with Role Clarity
2. Define your team's collective purpose: A team's leader is the only individual who can thread together how the team best wins together, toward their shared purpose and how valuable every individual's contributions are.
3. Hold regular 1:1s with your direct reports that focus on teamwork: establishing core values, shared goals, and opportunities for working together.
4. Conduct weekly Check-ins: Emphasize collaboration and shared goals when reviewing your team's weekly check-ins.
5. Give a High-Five: Recognize and celebrate team milestones and accomplishments.

You'll be able to track and complete these actions on your 15five homepage! Embracing this initiative is an opportunity to sculpt our organization's future and underscore your pivotal leadership.

Together, let's turn these actions into impactful outcomes!

Warm regards,
[HR Lead's Name]

