



Deciding what to shift in 2015 is a topic on many of our colleagues' minds this month.

What will you change about your team to best prepare for next year?

A first step is to find out where you're at. [Click through](#) for a confidential online assessment of your team and team performance.

It's our no-charge gift to you. Simply [click here](#), it'll take you about 4 minutes.

It'll be your choice to talk through your results with us or not - no obligation.

Either way it'll help you get some clarity on how 2014 performed and what you need to shift to make 2015 better.

Feel free to pass along this newsletter and the team assessment link to anyone in your network you feel may benefit from it.

Yours in team performance,

Bill & Esther.

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## THE Intentional TEAM



## Decision Making

Intentionals are short, actionable tips for team performance.

Your monthly Intentional:

How well do decisions get made on your team? Is it clear when you are discussing an issue how the decision will be made? Is it consensus? Is it discussion followed by the leader making the decision? Does it need to be unanimous? Intentional Teams first decide how to decide.

[Learn more about Intentional Teams >>](#)

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## Manager and Friend

Your managers who treat their team members as friends are not doing your organization any good.

This is one of the common mistakes newly promoted managers make. We've got advice on how to fix it.

[Click here for "friendly manager" advice >>](#)



## Team Maintenance

Just like a car, your team needs maintenance to run its best.

Start with any one of these 4 guidelines this month and let me know how their performance increases.

[Click here for the four guidelines >>](#)

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