

# Better Teams Lead to Improved Performance

HR Bartender | Sharlyn Lauby | December 22, 2025



Image captured by [Sharlyn Lauby](#) while exploring the streets of Gainesville, FL

Organizations want high performance. This isn't a secret. It helps the organization accomplish its goals and bring value. Individuals want the same thing and for the same reasons. They want to accomplish their goals, and they want to create value.

A key element to improved performance is being able to create and participate in a team. There are regular teams like our *department* or *division*. There are also project teams or ad hoc teams that are assembled for a specific purpose. Even individual contributors have to occasionally work on teams.

Since teams aren't going away anytime soon, I've put together a collection of articles focused on the best practices for creating and managing teams.

[Leadership and the 5 Stages of Team Performance](#)

Team leaders play a role in all stages of team performance. Even when team members are very experienced and have a lot of tenure with the organization. If organizations are wanting high performance levels (and we all know they do), then team leaders need to understand team dynamics and be prepared to help the team reach its full potential.

### [Leaders: How to Let Your Team Know That You Hear Their Ideas](#)

Bringing the team into the research and decision-making process can be valuable for several reasons. First, it helps the team understand what's involved in getting an idea approved and implemented. Next, it encourages team communication, problem-solving, decision making, and consensus building. Finally, it allows the team to feel like they have a direct impact, which can increase engagement.

### [Improve Performance of Project Teams Using the RACI Model](#)

The RACI model intrigued me because I wonder how many teams actually spend time discussing roles as part of [a project plan](#). I don't recall ever being on a team where we had a deliberate conversation about this. And I wonder if teams spent more time on this aspect, it would help the group reach their goals faster and with fewer setbacks. Through RACI, each person knows their role, can operate effectively, and conflict is reduced.

### [8 Ways Groups Make Decisions](#)

Changing resource allocation can become a reason for team conflict, but there are other reasons. Some of them have to do with the way decisions are made. I've seen on many occasions employees who are upset not because of the decision but **how the decision was made**. It might be helpful for team participants to discuss the different ways decisions are made.

### [How to Resolve Team Conflicts](#)

Team conflicts hurt working relationships and can impact organizational productivity. The answer is giving employees and team leaders the tools they need to handle conflicts when they arise. As a human resources professional, I've never enjoyed having to referee an internal disagreement or conflict. I think it's safe to say that no one does. I will if I must ... but it's better when teams can come to a resolution on their own.

As organizations are setting goals and creating budgets for next year, it could make some sense for teams to talk about the best ways to maximize their performance. Because we all know that high performance will continue to be a priority.