



THE TEAM GUIDE

How to Read the Room,
Fix the Friction,
and Keep Teams Moving

Why This Guide?

Even great teams drift.

Energy dips.

Silos form.

Conflict simmers.

And managers often miss the signs, until it's already affecting delivery, morale, or culture.



This guide helps you:

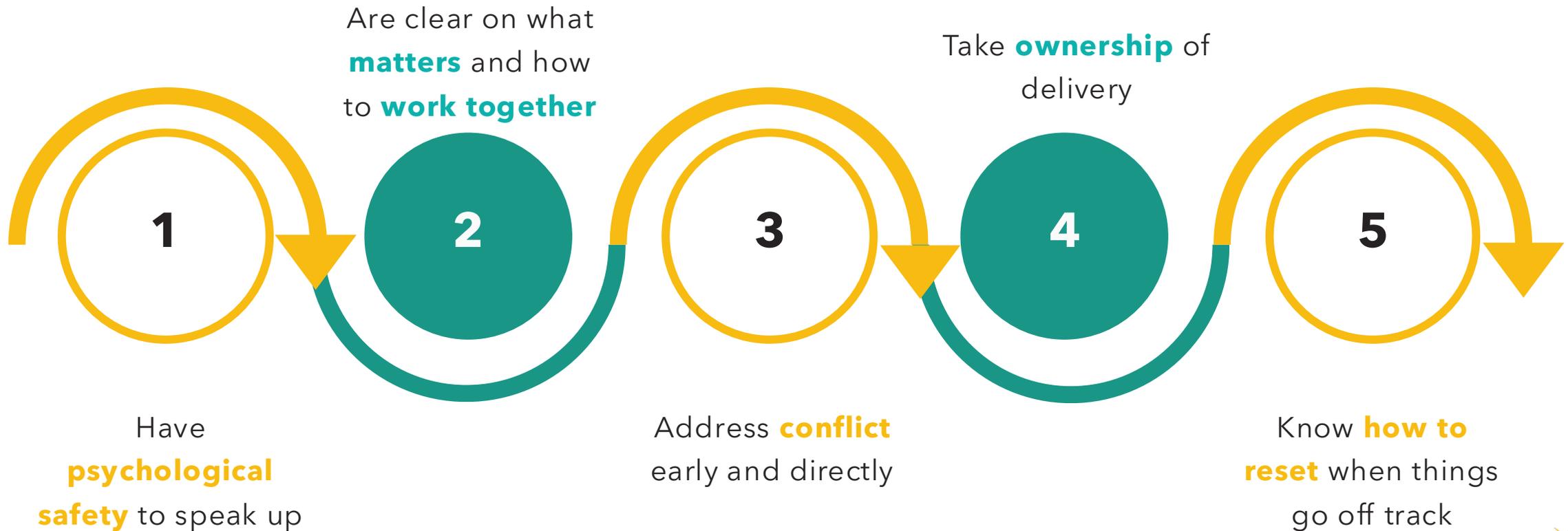
Understand the invisible forces shaping team dynamics

Know when and how to intervene

Build a rhythm that keeps teams healthy, focused, and productive

What Healthy Teams Look Like

Healthy teams aren't perfect. But they:



Spot the Signs of Team Strain

“ If your team is constantly busy but not energized, it’s a signal, not a badge of honour. ”

Symptom

Silence in meetings

High rework / missed deadlines

Persistent tension between individuals

Drop in energy or participation

Over-reliance on you as manager

Possible Cause

Low trust, unclear direction

Misaligned roles or poor clarity

Unspoken conflict or lack of psychological safety

Burnout, disengagement, lack of purpose

Lack of team accountability or clarity of ownership

When to Run a Team Intervention



“

Prevention is better than escalation. **Intervene early**, even with small resets.

”



A new leader or structure is introduced.



There's been turnover, stagnation, or friction.



The team is "fine", but performance or energy is slipping.



Strategy has shifted but the team hasn't aligned.



You've tried 1:1s, but the team system itself feels off



The Rhythm of Healthy Teams

CHC's Helix-aligned Team Operating Rhythm

Every Week

- Monday Kickstart: What matters most?
- Wednesday Pulse: What's shifting?
- Friday Check-in: What did we actually deliver?

Every Month

- Team Retrospective or Health Check (Clarity + Agility)

Every Quarter

- Offsite or workshop to reset priorities, ways of working, and relationships

Our Favourite Reset Questions

What's working well and why?

What are we avoiding?

Where are we confusing
motion with progress?

What's one small change we
could test next week?

What do we need more
of / less of in this team?



CHC Team Tools We Use

- Team Alignment Sessions
- Conflict + Collaboration Workshops
- Team Health Surveys
- Personality + Team Role Profiling (Clevry)
- Custom Interventions using the Helix Model





Need Help?

Contact Us:
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Book a discovery call, [click here](#)