

Get to know **Stable Team**, a framework with 15 best practices for managing IT teams to help with turnover reduction and talent retention. Developed by Datum's executive vice-president Carine Bruxel, Stable Team is the result of an **11-year experience with people management**, the practical formation of more than **2 thousand leaders and 4 international immersions** (twice in Silicon Valley, one in Finland and one in Canada).

01



Connection

Before connecting the professional to the business there must be a connection between people - in this case, with the leadership. As social beings, nothing replaces the eye to eye, the smiles, knowing who that new collaborator is, their likings, their habits, dreams and how they live. Initiating a work relationship by talking about the company takes center role away from people. Putting people first is about human-to-human connection.

03



Aligning expectations

It may seem simple, but when we welcome someone to the team, we need to make our expectations clear. Otherwise, these expectations will be frustrated. I always say that a leader who doesn't have time to elaborate a job description won't have time to lead. Without aligning expectations there are no agreements and the relationship becomes incoherent, because at every new priority the expectation changes and no one will ever be good enough.

02



Knowing the company

After the connections, we need to present the "land". When joining a company, the new employee has almost no information about the business. Many leaders try to explain to the professionals their new roles while they still don't know the culture, who they are going to work with, the organization of the business structure, who are the clients or when the company was founded. Presenting the company creates a sense of belonging, demonstrates care, and engages.

06



Establishing agreements and goals

After aligning the expectations, we need to fraction it into small short-term agreements. Small victories will generate more trust from both sides and, as a consequence, more results.

04



Sharing the company's vision

If you don't know where you are going, any way will get you there. In a modern business, there can be no secrets. People need to not only be informed about the vision, but also to be a part in the quest for this goal. Sharing the vision is almost an invitation that says "can you help us get there?"

05



Aligning purpose

If you don't know what moves your team, you will never be able to lead them. Purpose is every person's reason to get out of bed in the morning. Specially after the pandemic, where individuals have been seeking for more meaningful relationships, companies that are not worried about their team's personal purpose will have mere employees.

09



Feedback exchange

There are no advances without alignment. Feedback is alignment, it brings clarity, avoids noise, and takes nonsense off the way. Not exchanging feedbacks is the certainty that there will be frustrations and that the relationship will wear out, and, soon, end.

07



Participation rite

Remote management happens through rites, with synchronous and asynchronous communication. A prepared leadership draws strategic rites with specific purposes, be it of feedbacks, plannings, brainstorming, data analysis, OKRs, anyways, the ones that are more fitted to the management of your team.

08



Challenges

Leaders who don't challenge their teams end up establishing few relationships of trust. Challenging leads to lessons of resilience, effort, humility and a lot of learning. Besides, the feeling of belonging to a team happens in the face of challenges. Through them, people grow, learn, unlearn and leave their comfort zone. The lack of intern challenges makes the teams frustrated when they look outside. Challenging someone is demonstrating that they are important and that we trust their potential.

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Transparency

Nobody likes to be the last to know things. People need to be informed of what is going on in the organization. Privileged information is a thing of the past; shared information puts everyone on the same page, creates a sense of security and belonging; information-sharing must happen regularly, because in a world where everything changes all the time, keeping teams updated is a fundamental factor.

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People development

If companies evolve, the market evolves; there are no doubts that people need to evolve. I have been seeing on LinkedIn the concept that evolving is changing jobs; the only reason why this has happened is because people have been feeling stagnated in their work environments. Developing people is unavoidable in an ever-changing world and it is the fundamental ingredient in teams' stability.

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Recognition

The obvious needs to be said, recognition is a way of thanking people for what they have done for the company. Recognition may come in different shapes, but must it be constant, because it elevates satisfaction and well-being, increases self-trust, and stimulates the advance.

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Empowering

Empowering is giving space, allowing people to make it happen, to change things, to leave their marks. No one wants to be second to a protagonist leader; people want to have the power of making decisions, of changing and experimenting. It is up to the leadership to empower their teams.

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Career planning

If you don't plan your team's career, the market will. Pretending the market is not heated and that people are not looking to grow, won't keep anyone on your team. Contemporary leadership worries about individuals' lives and careers and knows that in order to keep the good ones, you have to help them develop.

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Relations of trust

As a consequence of everything we have talked about, come the relations of trust. Leader who doesn't develop relationships based on trust will soon be abandoned. Being present, listening carefully, keeping promises, respecting differences, all of these aspects are crucial to trust-based relationships.

Would you like to know what is behind Stable Team?

Check it out on our blog!



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