

Teambuilding

Important Considerations for Successfully Working Together

Starting a business together with one or more partners is a good thing because aside from combining talents and resources, you are also sharing the risks and workload. However, building a functioning team requires careful preparation. Aside from signing a contract before starting work together, there are a few other things you should talk about before starting your business. As a first step, think about the following questions on your own and take notes. This way you can readily identify potential areas of conflict and possible compromises, some of which could also be included in your work contract.

- What is important to me at work? Which values do and don't play a role? How are my values reflected in my (work)life?
- What skills do I bring to this company?
- What image do I have of my business partners as regards their role in the company? How do I view myself in this arena?
- How important is my work? What other priorities do I have in life?
- Are there stress factors I have trouble coping with?
- How do I imagine the strategic development of our business?
- How do I define our business being a success (for instance: money, my own personal happiness/satisfaction, the happiness/satisfaction of our customers, flexibility for my life)?
- Am I willing to take on responsibility?
- Do I trust that my partners will do the tasks they have committed to do?
- How do we create accountability? How do we deal with unfulfilled commitments?
- On giving feedback: How do we give and receive feedback? Do rules need to be created for this?
- Can we openly discuss conflicts and expectations?
- In my opinion, is there someone who is taking on the strongest leadership role? Should there be?
- How should the profits be divided? How do we value and/or remunerate invested time, the type of work and the invested financial resources?
- Should we use external offerings for certain things like bookkeeping? How do we check the correctness of the outsourced work?
- How open am I to giving and receiving support from the collaborators/partners? (For instance in cases of illness, pregnancy, personal crisis...)
- How will we proceed if one of us isn't able to work anymore (illness, pregnancy, death) or wants to stop working altogether?

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