

## GROUND RULES

### (One Simple Way to Align Your Team)

As we say it, quite commonplace, there are traffic rules on the road.

If you break the rules, you get penalized, and the penalty varies depending on the gravity of the offense. These rules ensure that you reach your **destination safely and quickly**. Safety for you and safety for others.

Similarly, in game of soccer, there are **ground rules**. A player is penalised for committing a foul and he's either given a warning or shown a yellow card. For repeat offense, the referee can expel him showing him a red card. It also follows free-kicks, corners, and penalty kicks being awarded to the opponent as an aftermath of the foul. These rules ensure that the **game continues fulltime, safety for the players, and spectators (on TV or live) enjoy** the game. If there were no rules, we will be watching a wrestling match and not soccer!

Why am I sharing these with you? Please understand, that in a company too, you need to have a few **Ground Rules** in order to operate uninterrupted. These rules convey the Do's and Don'ts in the company. The intent is to continue with the growth momentum of the company. You should also define what is the penalty if someone does not follow a rule. And also award those who follow rules regularly – like the fair play award in IPL.

So, define the ground rules of your company or your department. It could be related to Commitment, Ownership, Integrity, Timeliness, Innovation, Respect, etc.

And here is the catch! You need to know your **Core Values** – You should know what is important for you and what **“triggers”** you. Trigger is a specific instigation, as I say it, that makes you angry when any of the core values are not exhibited. If you don't know your Core Values, then figure them out first.

Let me share an example.

There was this founder of a design company and his challenge was that the team was not following his instructions. They would give many reasons for not completing their tasks which made him very angry and upset. He wanted 2X work done but it was not happening.

So, we sat and made couple of Ground Rules; one, **“Fix, Don't Complain”**, and two, was **“Keep At It”**.

Notice that instead of technical jargon or professional words like insubordination or Persistence or Resilience, which might have not conveyed the emotion more succinctly, **Keep At It**, reflects the emotion, and it's the lingo he likes to use.

### Sharing few examples of decoding emotion:

- Integrity – *“Always do the right thing”*
- Innovation – *“Look at the problem from a different angle”*
- Authentic – *“You say and do, what you really believe”*
- Commitment – *“Do what you promise”*
- Accountability – *“Do what you are supposed (assigned) to do”*
- Timeliness – *“Be On Time”*
- Be Honest – *“Do not Lie”*

### Remember! It's not about the correct English, it's about the right emotion.

So, go ahead and make 5-7 Ground Rules for your organization or the department that you may be managing. You should define penalties for not following the rules and also reward those who follow these rules regularly. Ensure these rules are communicated to all, especially the new joiners.

Ground Rules will help you ensure that team remains aligned to the vision and goals of the organization.

Wish you success!

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PS:

If you are interested to know **how to make your team 2X productive with 50% less effort**, so that it amplifies your growth, then, either schedule a **free 1-on-1 Strategy Session** with me [Go here to book the strategy session](#), or watch my masterclass [Go here to watch the masterclass](#).