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# WSC- Strategies for Team Cohesion and Adaptability

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## *30 second summary:*

- ✔ **Summary:** This case study explores the strategies a tech company employed to maintain team cohesion and adaptability during a critical organizational shift.
- ✔ **Main Outcome:** Enhanced team resilience and successful transition through uncertainty.
- ✔ **Top Benefit(s):** Improved adaptability to change and enhanced team performance.
- ✔ **Next Steps:** Identify key strategies that can be applied in your organization to manage transitions effectively.
- ✔ **Duration:** 10 minutes.
- ✔ **Target Audience:** Tech company leaders, HR professionals, change managers.

## *Why it works*

- ✔ In a fast-changing work environment, strong team cohesion and adaptability are essential for success. A cohesive team communicates effectively, collaborates smoothly, and navigates uncertainty with confidence. When adaptability is ingrained in a team's culture, members can handle change proactively rather than reactively, leading to greater resilience and innovation.
- ✔ This post outlines actionable steps to strengthen both cohesion and adaptability within your team, through the lens of a case study.
- ✔ Why Team Cohesion & Adaptability Work: A team that trusts each other and adapts to change quickly outperforms one that struggles with misalignment or resistance. Cohesion builds a sense of belonging, while adaptability ensures the team thrives under shifting circumstances.



## *TO DO*

### ✔ **Daily 5-Minute Check-in**

Start meetings with a quick round of “What’s one challenge you’re facing today?”

### ✔ **Clarify Roles & Responsibilities**

Ensure each member knows their role and how it contributes to team success. You can also use a RASCI.

### ✔ **Encourage Open Feedback**

Create a space where constructive feedback is welcomed and expected.

### ✔ **Normalize Change**

Share examples of past challenges your team overcame and lessons learned.

### ✔ **Celebrate Small Wins**

Recognize and appreciate moments of teamwork and adaptability in action.

## *NOT DO*

### ✔ **Don’t Ignore Tensions**

Address conflict proactively rather than letting it fester.

### ✔ **Don’t Assume Everyone is Aligned**

Regularly check for clarity on goals and expectations.

### ✔ **Don’t Resist Change**

Encourage flexibility and embrace new approaches when needed.

### ✔ **Don’t Overlook Small Successes**

Acknowledging incremental progress fuels motivation.

### ✔ **Don’t Rely on a Few Voices**

Ensure all team members have opportunities to contribute.



## *Your next 2 weeks steps*

### ☑ **Start NOW or schedule your first try:**

Apply TO DO right away (<5 minutes)

Once done, decide your commitment for the next 2 weeks

How are you feeling right after? Compared to before? What was the value for you?

What to adjust for you to commit for 2 weeks?

Visualize the next time you apply it and how you would like to feel

Celebrate that you have tried something new

### ☑ **2 Week plan proposal:**

- Week 1: Awareness & Small Steps; every morning for under 5 minutes, think of your upcoming day:
  - Identify 3 areas where your team struggles with cohesion or adaptability.
  - Visualize you applying at least one “TO DO” action in your next team interaction.
  - Visualize yourself observing, noting how your team responds, and feeling great about the outcome
- Week 2: Implement & Strengthen; every morning for under 5 minutes, think of your upcoming day:
  - Visualize you hosting a brief team discussion on challenges and solutions.
  - Visualize you recognizing and rewarding adaptability in a team member.
  - Visualize you facilitate a quick retrospective on a recent team challenge and extract lessons.
  - Visualize yourself applying the above and it makes you feel compared to how you would like to feel instead.

### ☑ **Build your habit (-> more practice -> more results)**

- Model: After [OTHER CURRENT HABIT] and at/when [TIME], I will [NEW HABIT] in [LOCATION].
- Example: Before I go into a Team meeting, or during my Daily Planning Review, I visualize how I interact with my Team to build cohesion and safety and how I feel good about the outcome.
- Print your sticky habit

### ☑ **Total time:**

5m/day X 10 = 50 minutes in 2 weeks

### ☑ **How you measure success:**

Have applied at least 8X times in the next 2 weeks

### ☑ **What value you can expect:**

Team cohesion is not only maintained but reinforced despite the major ongoing change: team members open up, speak their concerns with courage, and encourage others to do the same.

### ☑ **How to get started:**

Print and fill your Habit template then apply right away