

How to foster collaboration and teamwork in your dealerships.



In today's fast-paced automotive industry, where teams are often smaller and resources are limited, prioritising your wellbeing can be a challenge. Our [M]enable Moments guides are designed to assist you in navigating various aspects of mental wealth.

In our third guide, Stephen Whitten, founder of [M]enable, explains what strategies you can put in place to foster collaboration and teamwork in the workplace.

For many years, the automotive industry has thrived on the drive to fix and create, as well as the competitive spirit rooted in the instinct of 'hunting and gathering.'

Yet, at our core, one truth remains constant: we are human beings with a fundamental need to belong.

In our pursuit of belonging, we also have the capacity to help others feel included and foster a shared sense of community.

As we focus on the theme of 'connection' for this article, we believe the key to collaboration and teamwork is a sense of belonging and alongside that, a clarity of purpose.

Fostering this, however, may require a review of your organisation's culture and behaviours.

To truly create connections, leaders must be willing to 'role model' the necessary qualities and, if needed, show vulnerability. We have a phrase that sums this up well: people perform at their best when they feel good about themselves.

This happens when they have a clear understanding of the purpose they are contributing to (not just the business's goals, but the overarching purpose), and when they, along with those around them, feel they belong and play a meaningful role.

You cannot underestimate the power of communication in this process, with regular updates, input, and involvement being essential.

- Celebrate successes often, rather than only addressing problems or shortcomings.
- Embrace and appreciate the differences people bring—their strengths, uniqueness, and individuality.
- Eliminate any culture that negatively highlights what makes someone unique.

Lastly, creating an environment where 'allies' are formed is vital for ensuring everyone feels a sense of psychological safety. Whether that's supporting gender diversity, neurodiversity, LGBTQIA+, ethnic groups, specific communities, or even local football teams, knowing there are allies within a business significantly contributes to people feeling able to be their authentic selves. When people feel that their uniqueness is celebrated, it cultivates a strong, collaborative environment that naturally fosters teamwork.

Your customers and their experience with your vehicles are clearly at the heart of your business and its purpose—it's what drives your performance. Therefore, cohesive teamwork and a positive working environment are crucial for delivering that.



About Stephen

Stephen Whitton was an Automotive Trainer, Speaker, Consultant, and Coach, known for his ability to captivate an audience on stage.

Despite his outward success, for many years he faced mental health challenges stemming from unresolved childhood trauma.

In 2020, he confronted these challenges head-on with the guidance and support of his inner circle.

This journey inspired the creation of [M]enable, an initiative focused on equipping leaders and businesses with tools to prioritise mental wellbeing in the workplace.

[M]enable fosters open discussions to promote a more empathetic, supportive, and resilient industry culture.

If you'd like to learn more or want help to embed mental wealth thinking into your business, please contact us via www.menable.org

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