

# Cultivating and Leading a Successful Investigative Team



**C M T S**  
Case Management & Tracking System

The most efficient teams have a common understanding of their goals and an environment where success is achieved and recognized. Here's how to create that environment.



## Use Your Mission Statement to Build Team Goals

Most governmental investigative teams have a goal to prevent fraud, waste and abuse in their agencies. Teams should work together to identify specific goals that will help achieve that mission, earning individual buy-in along the way.



## Show How Individual Goals Tie to Team Goals

Team members are more motivated when they understand how each task they perform contributes to team success - and how their failure impacts the team.



## Eliminate Distractions and Avoid Busywork

Tasks that don't contribute to the agency's mission should be reduced or eliminated if possible. Leaders should protect the team from being saddled with tasks that are better aligned with another team's mission or mandate.



## Track and Report Progress on Team Goals

Weekly tracking and reporting of the most important goals focuses the team on what matters most, and also brings red flags into view quickly.



## Don't Tolerate Toxic People on Your Team

A toxic employee can destroy the morale and productivity of an entire team. Remove toxic people even if they perform excellent work or you're short-staffed.



*"Never confuse movement with action."*

Ernest Hemingway



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