

Building High-Impact Team

Power Players: 10 Things Small Business Leaders Should Know About Building High- Impact Teams

Table of Contents

01	Introduction	2
02	Know That High-Performing Teams Evolve	3
03	Align on Mission, Not Just Metrics	3
04	Look for the Spark of Self Motivation	4
05	Build Trust That Works Without You	4
06	Understand How Your Team Shows Up	5
07	Connect Every Role to the Customer	5
08	Step Back and Accept Growing Pains	6
09	Give the Feedback That Helps People	6
10	Set the Standard, Then Keep Raising It	7
11	Lead With Energy, Not Just Authority	7
12	Your Blueprint for Your Teams Success Begins Now	8

INTRODUCTION

When [Justworks](#) CEO Mike Seckler and [Angel City](#) Football Club founder Julie Uhrman sat down in Los Angeles for the ACFC conference, it wasn't your typical business panel. These two leaders have built thriving tech careers around bold ideas and even bolder execution, from supporting small businesses with scalable solutions to run & grow their businesses to shaking up the women's sports world with purpose-driven ownership. What united them in that moment? A shared belief: **strong teams are the foundation of running a successful business.**

Through this panel, their conversation uncovered ten key lessons about building lasting, high-impact teams — insights that apply whether you're leading a startup, [scaling a global business](#), or forming a new organization from the ground up. We're diving into their takeaways, highlighting the crucial leadership mindsets that drive trust, performance, and longevity.

1. KNOW THAT HIGH-PERFORMING TEAMS EVOLVE

“The definition of a high-performing team is different based on where you are in your journey.” – Julie Uhrman

There's no one-size-fits-all model for a successful team. The qualities that define high performance in an early-stage company will shift as that company scales. What matters is knowing where you are and adapting your leadership expectations to match. Growth isn't just about numbers, but about recognizing that your team's structure, processes, and needs will change as your business grows. This could look like rethinking your board, looking for new investors, or starting to invest in freelance/contract talent to support your employees. Justworks can [help you hire](#) both full-time employees and contractors — no matter where you find the right talent.

2. ALIGN ON MISSION, NOT JUST METRICS

“It's all about the customers. Our mission is about helping small businesses at Justworks.” – Mike Seckler

It's easy to chase KPIs, but long-lasting teams are driven by purpose. When everyone is aligned around a shared mission, motivation and decision-making become clearer. At Justworks, that focus is [supporting small businesses](#). When your team knows the "why" behind their work, they're more engaged, more collaborative, and more likely to stick around.

3. LOOK FOR THE SPARK OF SELF-MOTIVATION

"You want people who lead with impact and have a drive for profitability." – Julie Uhrman

Small businesses often operate with fewer resources—less supervision, smaller teams, and tighter budgets. Employees who are self-motivated don't wait for instructions; they take initiative and push tasks forward without constant oversight. When you're looking to build a high-impact team, every hire matters. Looking for talent with a can-do attitude or leveling up team members who have proven they can tackle any challenge is what building a dream team is all about.

4. BUILD TRUST THAT WORKS WITHOUT YOU

"You don't need to be in every room when you trust the people in the room." – Julie Uhrman

Trust is more than a feeling, but a system. When your team operates with [strong communication](#) and collaboration, leaders don't have to be involved in every decision. That freedom creates room for autonomy, creativity, and scale. When you trust your people, they rise to the occasion, freeing up your valuable time to focus on leadership strategies.

5. UNDERSTAND HOW YOUR TEAM SHOWS UP

"Where are you in the team? Where do you place yourself?" – Julie Uhrman

It's not just about job titles. Building a strong team means understanding each person's unique strengths, motivations, and preferred ways of working. Self-awareness — both individually as the CEO and collectively — helps leaders assemble teams where people complement each other and fill in the gaps.

6. CONNECT EVERY ROLE TO THE CUSTOMER

"How is your team going to contribute to the customer?" – Mike Seckler

Customer impact should be everyone's business. Whether someone is in engineering, finance, or operations, their work ultimately shapes the customer experience — especially for the small businesses that Justworks works with exclusively. When team members understand how their role contributes to the bigger picture, they remain motivated and make more thoughtful decisions.

7. STEP BACK AND ACCEPT GROWING PAINS

“Sometimes it’s best to disappear and let your team struggle.” – Mike Seckler

Leadership isn’t about always having the answers. Sometimes the most growth happens when teams are given space to figure things out on their own. Accept that there will be growing pains in a team, and you can’t always be there to bail everyone out, because no one learns without a little challenge. Letting your team wrestle with hardship encourages resilience, problem-solving, and a sense of ownership that sticks.

8. GIVE THE FEEDBACK THAT HELPS PEOPLE GROW

“People aren’t getting the info they need unless you give real-time feedback.” – Mike Seckler

[Constructive feedback](#) is a gift. It’s tempting to hold back criticism in the name of empathy, but that can stunt career and personal development. When leaders offer real-time, honest feedback — including the tough stuff — they create a culture of learning and transparency. That’s where real progress begins.

9. SET THE STANDARD, THEN KEEP RAISING IT

"Constantly set the tone for what great looks like for the team." – Mike Seckler

High standards don't just happen, but they're set and reinforced by leadership. That might look like reviewing what "excellent" means in customer support every quarter, or evolving how product teams define innovation as the business grows. By defining what excellence looks like and modeling it consistently, leaders create clarity and motivation. And when the bar gets raised? The right team will rise to meet it.

10. LEAD WITH ENERGY, NOT JUST AUTHORITY

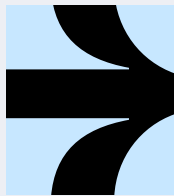
"Be intentional with your energy. Be the calmest person in the room." – Mike Seckler

Your presence shapes your team's atmosphere. Leaders who stay calm, optimistic, and intentional, set the tone for trust and focus. Energy is contagious. Showing up with purpose each day empowers your team to do the same and helps you manifest the outcomes you're striving for in your business.

Your Blueprint for Team Success Begins Now

Ready to Build a High-Impact Team of Your Own? At Justworks, we believe building great teams is about more than [benefits](#) and [payroll](#). It's about putting people first, trusting them to lead, and giving them the space and support to thrive. Whether you're hiring in [your hometown](#) or [expanding across borders](#), Justworks can help you stay compliant, competitive, and connected. Because high-performing teams start with strong foundations.

Explore how Justworks helps you build teams that last. [Get started today.](#)



Want To [Get Started?](#)

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