Team Maintenance: the hidden Crisis of the coming Years   *10/2025*

The biggest challenge of the coming years is perhaps the shortage of people. A deeper look reveals a more fundamental problem: Teams are losing their ability to maintain themselves.
- They're running faster …
- They're closing gaps …

… but hardly taking the time to truly hear each other.

The result: psychological insecurity and team neglect.
Not so much *'shaming and blaming,'* but in the
erosion of trust.

The same dynamic is evident in new technology:

- AI tools and digital files are presented as the solution to high workloads
- But in an insecure team, no one dares to say that the program is clunky, that the administration takes more time, or that someone simply doesn't understand how to do it
- So, grumbling happens over coffee, but not in meetings
- Management concludes: *"The system is running smoothly"*… but the frustration grows!

Technology, intended to provide relief, thus becomes an additional burden. The reflex of many leaders is to steer more tightly in times of uncertainty: more control, more planning, more rules.
But that is counterproductive.

<p align="center">Real leadership in the coming years revolves around creating conditions in
which teams can empower and sustain themselves.</p>

How do you have an uncomfortable conversation?
The misconception is that psychological safety is about harmony or endless talking. On the contrary… it's about the hard condition of:
- talking about mistakes that have real consequences
- talking about unsustainable workloads
- talking about the need to redistribute work or deploy technology differently

Without these conversations, teams will continue to muddle through, until people collapse.

How can you as Leader move forward with your team?
The future of teams depends not only on technology or innovation, but on something more fundamental: the **courage and structure to maintain their well-being**.
Psychological safety is not a luxury or a buzzword, but the cornerstone of everything. So let's stop pretending this is a *"soft"* topic.
It's incredibly hard:
- Without safety, teams remain stuck in silence, fatigue, and cynicism
- With safety, they can learn, innovate, and survive together, even in times of tightness and uncertainty.

So the real question is not: *"how do we manage the schedule?"*
The question is: "do we, as a team, dare to have the uncomfortable conversations that will help us move forward?"

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