

# Types of teamstheory application



Topic: Types of Teams: Theory Application Lecturer: Presentation: Effective operation of a restaurant requires a self-managing team whereby the leader establishes the general purpose of the team while allowing members of the team freedom to handle the tasks on their own (Weightman, 2008). For example, the manager should set production goals, size of labor force, as well as expansion strategies. However, teams in various sections of production and service delivery need to be formed and allowed to determine their way of accomplishing the overall goal. This is because different clients have different preferences and each team member has to act in his/her discretion to satisfy the guest. Rigid procedures may not work well with all clients and hence the need for self-managing teams in the restaurant. On the other hand, such teams improve efficiency, value, savings and employee satisfaction as well as minimal absence and worker turnover (Tjosvold & Smith, 2003).

A grocery store requires a manager-led team whereby the owner of the store acts as the leader of the team and assumes responsibility for identifying the goals, activities as well as operation of the team. The leader needs to assign tasks to the team, for example depending on the number of products being dealt with. They should report to the leader matters concerning shortage of supply, customer preferences, and the movement of products to help the manager to make decisions regarding the next course of action, which may include additional stock or changing the product to suit the consumers. This kind of team provides substantial control of the leader over the team members as well as their activities. He/she controls the guiding principles as well as the outcome of the team's tasks. This is important in a grocery store because any mistake translates in to losses for the business and the owner

can not allow the recurrence of one mistake time and again, especially due to the fact that a grocery business may not have significant start-up capital (Baumeister & Vohs, 2004).

A school may accomplish its organizational goals through establishing self-directing or self-governing teams. Teams are allowed to establish their own objectives as well as the strategies for accomplishing these objectives. The school's management is left with the responsibility of enhancing the organizational environment of the team. Education requires creativity and commitment, which are accomplished through self-directing teams. Such teams also enhance motivation and offer openings for organizational learning and change especially when dealing with challenging tasks (Tjosvold & Smith, 2003).

Weightman (2008) argues that self-directing teams have the greatest accomplishments since members are able to own the team goals and each strives to accomplish. In an elementary school for example involves many challenges due to the way children react to new things they learn each day. It requires teams dealing with children in each level of education to set their own objectives based on their understanding of the needs of each stage. Self-directing teams make a decision regarding the work of each member. They develop work schedules, holidays, overtime and are responsible for monitoring of their own issues regarding performance. For example, children in school can not be left without supervision, yet all teachers can not supervise at the same time. Rather, the team works effectively through a duty rooster that delineates the person who is supposed to be in charge at what time. Motivation arises from successful accomplishment of the objectives, for example when the children perform better than those of other

schools. Team values and ethics are significant in the team's success (Baumeister & Vohs, 2004).

#### References

Baumeister, R. F.; Vohs, K. D. (2004), Handbook of Self-regulation: Research, theory and applications, New York: Guilford Press.

Tjosvold, W. & Smith, K. (2003). International Handbook of Organizational Teamwork and Cooperative Working, New York: John Wiley & Sons

Weightman, J. 2008. The Employee Motivation Audit, Cambridge Strategy Publications