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Business, Human Resources



Designing Effective Teams Designing Effective Teams In the modern work environment, teams have become a requisite for achieving organizational goals. With teams, the task of finding solutions comes forth as easy. However, the benefits of teams are only garnered if the teams are effective. There needs to be an effective communication network within the team, and the roles and responsibilities ought to be defined clearly. Also, diversity in the group should be embraced and used as a success tool rather than a challenge. In addition, the emerging trends in workplaces have seen virtual teams gain prominence and organizations should take advantage of advancements in technology and engage in virtual teams. Despite the interpersonal relationship associated with face-to-face teams, there is no much difference between virtual teams as long as the essential elements of an effective team are considered and integrated into the team (HCI, 2014). The information gained from the article is of great importance when discussing the effectiveness of teams in the project team. First, the fact that sharing the same physical space does not guarantee the effectiveness of the team is very helpful. Also, comprehending that brainstorming should be done after each has worked on his or her own before sharing their ideas. This situation will help in avoiding wastage of time when burdened with a problem to solve because team members come while prepared. In addition, by learning that teams need to have effective communication and clearly defined roles and responsibilities will help in discussing the saliency of having direction and being objective as a team. Finally, the insight gained on the effectiveness of virtual teams will help in integrating the interests of those who are not able to share the same physical space during group

meetings.

While some firms are reaping big from the benefits of teams, others are not living up to their potential. For instance, IBM has experienced international success due to the adoption of effective team techniques. Nevertheless, organizations, such as Wal-Mart, can greatly benefit from the information presented in this article, especially the significance of virtual teams and diversity in teams.

#### References

Human Capital Institute (HCI). (2014). *The New Organizational Currency: Designing Effective Teams*. White River Junction, VT: HCI.