Team building 5

Team Building The problem of team A consistently supplying defective widgets to team B has led to poor performance of the latter. The problem can be sorted if the appropriate authorities from both the teams meet and work out a mutually beneficial and functional method of operation. The entire process of the operation is reviewed and accordingly a plan of action is chalked out. It is very important to set up few ground rules` for the team members such that the members adopt a problem solving stance. Accusing each other does not solve the issues; hence the team members need to work together towards a mutual goal of achieving an optimal solution to the problems (Mathieu & Rapp, 2009).

The teams should have the ability to decide the drawbacks of each member and the place that they are going wrong thereby leading to faulty production. After the identification of the faults a list of recommendations should be drawn up in order to address the same. The recommendations thus recorded should be discussed with the entire team. Brainstorming ideas help develop those further and identify the drawbacks, if any. The team members can also be interchanged to form new groups such that the working relationship between them can be developed and a better coordination can be achieved. The results of the newly formed group are compared with the previous ones so as to tabulate the results and draw comparison between the two. Such comparisons help in the development of the teams in the long run. The drawbacks thus identified will help both the teams in future to coordinate the work and achieve better results (West, 2012).

2. Design E is a mixed task force that has members from both the teams

working together to develop solutions to interface problem. It is done such that a mutually beneficial end could be reached. It is a traditional method of team building and is used so that the problems in the production process can be solved by the teams without much difficulty (Dyer, Dyer & Dyer, 2007). This method facilitates least involvement of all the team members yet achieves to solve the inter-team problems and allows easy implementation of solutions.

Projects in which the competition between the teams are so high that it destroys the competitive environment of the workplace, then such a method of team building is the most effective way. However Design E allows the team members to list the areas of concern one has against a fellow worker. The list is then discussed so that each member knows the areas that he should work on. This method thus increases coordination and communication between members of different departments and increases sales revenue by way of working together towards a common goal. However this method might be disastrous in cases where the team members are poles apart and refuse to cooperate with each other under no condition. Moreover the discussion of drawbacks might lead to confrontations among the members thereby worsening the situation. The members might feel slighted due to the process of open discussions of each other's drawbacks. Hence the management should be careful not to hurt the sentiments of the people and yet work out a solution that everybody agrees to (Cook, Mangla & Ummer, 2009; Galegher, Kraut & Egido, 2014).

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