

Leading high- performance teams

[Business](#), [Management](#)



Leading High-Performance Teams In many organizations, group decision-making is a prevalent activity. This is where a number of individuals have to collectively make choices from the available alternatives. Apparently, individuals in the group are not attributable to the decision that has been made by the entire group. Therefore, there is a need to make a concrete and prudent decision when a group of individuals is involved in decision-making¹. This will ultimately affect the whole organization. However, at some instances, group decision making could be a flop in organizations. Many organizations have had to rectify some situations where groups make decisions. A practical example is a group of individuals tasked with the process of acquiring raw materials for production. As a fact, it is noted that raw materials are fundamental for production in an organization. Therefore, the absence of such materials will delay the production process. Similarly, it will affect the supply of the finished products in the market. In this situation, the group decided that each member was to take responsibility for one process in the chain of acquiring raw materials. Since the entire group was involved in decision-making, each member was responsible for a single task. This involved placing an order for materials, payment of materials by cheque, coordinating the transport, delivery of the materials and recording the stock in stores. However, this process was marred with flaws. To begin with, one member in charge of placing orders did not place the order at the opportune time. This caused a delay in the organization. Secondly, the transport criterion was not perfectly articulated. As such, the transporter delivered the materials with damages. This affected the organization as it had to incur severe costs in damages and delay. In essence, such tasks

should have been a responsibility of a single individual. The coordination would have been effective when executed by a single individual.

Individuals, organizations, and groups are prone to conflicts while in collective collaboration². For example, an individual could have a conflict with another when they have a clashing opinion. This is what happened in the near past. There was a clash in decision making, in concern to an investment in the stock market. My opinion was that we should wait for an anticipated drop in the price of shares. As an individual who is adept in the stock market, I reckon that investment in the stock market should be done when the shares have dropped in price. However, the stocks will record better growth after some of the factors have been rectified. For example, some market factors can affect the prices of stocks. This will enhance the gain on the stock. Unfortunately, my investment partner did not agree. This led to a subtle conflict as we were torn apart in making decisions.

Consequentially, after consultation with an expert in the field, we have advised accordingly. First, there is need to focus on the anticipated growth while investing in the stocks. Secondly, there is need to focus on the prevailing market conditions and any change that will enhance the trade of stocks. Thirdly, an investor should avoid investing in stagnating stocks. Such stocks are hardly traded in the market. Lastly, an investor should look at the history of the stocks. After keen evaluation of the stated opinion, we resolved that we should wait for a drop in the prices of the stocks for a worthwhile investment.

A leader is an individual that is responsible for a group of employees striving for a common goal. However, some leader has aptness in ensuring the

organization is recording constant growth through the years. One of the most promising leaders I have known is Steve Van Andel. For over two decades, Van Andel has been instrumental in steering Amway to success³. Previously, he was the vice president of the company. In his position, he was responsible for business operations in Amway. Apparently, he was responsible for all the business operations in the South and North part of America. During his tenure, he was able to accomplish the prospected returns of the company. This led to his appointment as the chairperson to head Amway operations. First, he is focused on improvement and growth of the company. He uses the model of leadership where he coordinates tasks, individuals, and teams. In his leadership, he was instrumental in enhancing innovation in the company. This has helped the organization to record a plausible improvement over the years. Secondly, he was responsible for steering the organization by recording growth in double digits. This is not an easy task for many leaders in control of large organizations. Therefore, it needs commitment and focus. As a fact, Van Andel has also been involved in many different areas of leadership. For example, prior to becoming chairperson, he was the president of marketing. In this position, he extended the markets for Amway. Secondly, he has been the free enterprises and free trade ambassador all over the world. Similarly, he is currently serving his second term in the US chamber of commerce as the board chairperson. Therefore, it is evidently seen that Van Andel is a leader with vast traits.

Reference

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