

Groups and teams

Business



Groups and Teams 26th June, Groups and Teams I work for one of the most prestigious banks of the country and I am the Team Leader for Assets, in commercial banking. I look after a team of 8 people. The core work performed by the team is to provide loans to small and medium enterprise, which may include microfinance, real estate companies, manufacturing and service industry at a small scale. Once we have given the loans to the customer it was our responsibility to look after the post services as well. According to the test taken online " Team Work Survey" it has been concluded that we have scored 20 in forming stage (the initial stage of the team when they are high dependant on other factors such as leader, company, atmosphere, rules and regulations), 22 in storming stage (it is the stage when the members of the team are not sure about their goals, they are familiar with each other but they are not making much progress), 28 in norming stage (a stage where there are arguments and discussion but they are resolved after through work and exercise, the goals have to be achieved with some difficulty and it is hard to bifurcate between the what has to be done and what is the team doing) and 30 in performing stage (a most stable stage in which the team is well aware about the goals and has the ways to achieve them).

According to the test taken it has been proven that our team is in the performing stage. It is a stage when the team is clearer about their goals and objectives. The team has a proper vision that they follow. The team is more focused in achieving their goals. The message is clear and in unity, there are certain discussions on various topics but they don't turn into arguments that can result in a negative impact on the group's performance.

Team work is highly complicated and complex matter, and they need to be <https://assignbuster.com/groups-and-teams-essay-samples/>

handled in a much efficient manner to achieve the desired goals (Chapman, 2013). Each individual in a team has to be understood accordingly and instead of managing them collectively they need to manage individually. Each member had to be given the work that suits their abilities to the best, had to ensure a balance between the work and no discrimination is made between the works distributed.

Good teams are formed by good leaders and good leaders. A good leader is a person who is not insecure of his teamwork, understands the responsibilities, ensures that his team is also appreciated in their work and rewarded accordingly. A good team leader is a person who can motivate his employee, and create respect for himself. Where the employees are not forced to work but they enjoy working (Edmondson, Bohmer & Pisano, 2001).

One has to understand and create a balance between the SOP followed by the company and the SOP followed by the leader, ensures that limits are not crossed and makes a healthy balance with in the given resources.

Everyone can become a manager, but very few can become good leaders. Keeping in view the work my team has been performing beyond excellence and they support each other without the fear of being out shadowed.

Bibliography

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