

Building team

Business



Why some work teams/ workgroups work better than others? A work team or workgroup, when managed by a good manager or a supervisor, brings out high level of productivity, because the level of professionalism is high. A workgroup enhances productivity in a better manner than other workgroups, through the bondage of friendship and interpersonal association between the employees (Martin & Fellens, 2010, p. 252). Kerr and King (1984, p. 4) state that “ when such groups evolve over a period of time and other people join them, their simple structures are often found to be inadequate to maintain communication.” Problems begin to develop when the group or team members do not understand their own and others’ responsibilities, or develop unnecessary expectations from others. So, those work teams are more successful that implement a more formal structure within the groups, and ensure that formal procedures and policies are followed throughout the projects assigned, so that problems occurring due to misunderstandings can be deterred. Those workgroups are more effective which offer a collaborative platform to its members, so that a shared communicative environment is made possible where all members can interact with each other without hesitation (Bass, 2012). The members should be able to share their problems with each other and with the supervisors, so that they feel empowered and valued. This motivates them to make a collaborative effort toward the productivity. The leader makes a workgroup more effective when he creates a role-balance between the members (Chong, 2007). In short, those work teams and work groups tend to be more effective for the businesses in the long run which are managed properly, in terms of communication, collaboration, and role-balance.

References

<https://assignbuster.com/building-team-essay-samples/>

- Bass, A. (2010). Why is team communication important when in teams? Livestrong. com. Retrieved November 25, 2012, from <http://www.livestrong.com/article/105939-team-communication-important-teams/>
- Chong, E. (2007). Role balance and team development: A study of team role characteristics underlying high and low performing teams. Institute of Behavioral and Applied Management. Retrieved November 25, 2012, from http://www.ibam.com/pubs/jbam/articles/vol8/no3/JBAM_8_3_3.pdf
- Kerr, M. K., & King, H. W. (1984). Informal groups and formal organizations. Procedures for Meetings and Organizations. USA: Taylor & Francis.
- Martin, J., & Fellens, M. (2010). Organizational Behavior and Management. USA: Cengage Learning EMEA.