

# Assignment

Business



Team Effectiveness Team effectiveness refers to the capability of a group of individuals to collectively accomplish the goals they are assigned. This encompasses interdependence that is aimed at achieving given objectives. The evidence of a team working together includes effective communication, clearly defined roles for the group members, healthy interrelationship, and high performance. There are also disagreements that are well understood. Listening and task allocation is effective in the group, and the members take their roles positively.

An effective team is composed of a variety of characteristics. It has a clear unity of purpose and each of the members values these objectives. There is collective participation of the group members in the group discussions. There is also freedom of expression of the varied opinions of the members, and they are considered in the decision-making process. The members also value the differences between themselves, and they are managed effectively (Woodcock and Dave 14).

An ineffective team presents with the absence of trust between the members that is presented by the perception of vulnerability of some members. There are also conflicts that arise due to the inability to engage all the aspects of a passionate discussion. There is also a lack of commitment towards the achievement of the goals and the objectives of the group. There is also a need of accountability of the parties towards the achievement of the goals. The members are inattentive to the results, by placing their individual considerations above the objectives.

Before the teams come together, the goals of the members must be clearly defined by the allocating personnel. The group will have to meet and familiarize with themselves, and choose a leader for the group. The

members should then be open to the suggestion of each of the members in order to accommodate all the opinions (Woodcock and Dave 14). The leader is central in enforcing these considerations, because they unite all the members. The team leader provides the guide to the members about the need to achieve the goals of the group. They should motivate the team members, and make them understand the essence of the team. In case of conflicts, the leader requires to counsel the members, and reinforce unity. Any miscommunications should be addressed by the leaders, and apologies made where necessary (Woodcock and Dave 14). The members should also be able to listen and understand the greater dimension of their objectives. They should enhance emotional compatibility, in order to understand the arguments of their colleagues (The Oxford Group).

A team must appreciate each other and be motivated towards the achievement of the goals presented. They should enhance unity and responsibility in the process. The leader is central in motivation, communication, and evaluation of the performance of the members. Each member contributes their talent, and commits towards the achievement of the goals (Wheelan 24). The behaviors that reinforce a team include unity, discipline, commitment, mutual respect, listening, motivation, and collective participation (Wheelan 24). Disrespect and indiscipline are central to the group failure. The propagation of personal conflicts to the group may also sabotage the group.

The behaviors I demonstrate towards team effectiveness include flexibility, respect, and commitment. Flexibility allows me to devise ways of tackling any issues that have likely arisen during the process of achievement of the goals. Respect and commitment makes me value the team members, and

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the objectives of the team. Sometimes I have negative perceptions about certain individuals. This makes me disvalue their contribution to the group. To counter my incompetence, I will ensure that there is a collective commitment towards the coursework. As a leader I will ensure that there is collectiveness, perfect communication, and motivation of the group members. As a member, I will be committed towards the achievement of the objectives. I will respect the contributions of each individual, and avoid prejudice.

#### References

The Oxford Group. Team Effectiveness. Accessed on 25th August 2014.  
[http://www.oxford-group.com/our\\_expertise/team\\_effectiveness\\_programmes](http://www.oxford-group.com/our_expertise/team_effectiveness_programmes)

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Woodcock, Mike, and Dave Francis. Team Metrics: Resources for Measuring and Improving Team Performance. Amherst, Mass: HRD Press, 2008. Print.