

Teams in organizations

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



Teams in Organizations s Teams in organizations can be based on their objectives. Problem-solving teams comprise of employees from the same department who meet regularly to discuss ways to the improve quality, efficiency and working environment in organizations. Organizations are now relying more and more on problem-solving teams to solve organizational problems. Self-managed teams usually take the responsibilities of their former supervisors. Fully self-managed teams select their members whereby each member can evaluate the other member's performance. Supervisory positions are decreased in such teams. Cross-functional teams include employees from different work areas who come together to complete a particular task. Such teams are usually effective in bringing people from various specialties and diverse areas together. Virtual teams rely on technology to bring together physically dispersed members to accomplish a task. The technologies allow members to collaborate online even when they are physically separated (Daria, 2015).

Teams are important in organizations because they bring together member from diverse backgrounds and experiences hence wider points of view. The diversity in teams enhances decision-making, performance, and productivity. Teamwork ensures that tasks can be done faster and efficiently because many people are involved. However, there are some disadvantages of using teams in organizations. Conflicts may arise within teams because of individual difference and affect the organization. Communication may also be problematic due to diverse backgrounds and experiences of members hence lower productivity. Teams can also suppress individual creativity and thinking.

The most effective teams within my organization are the cross-functional and self-managed teams. The diversity within cross-functional teams allows people from diverse specialties to exchange information, develop ideas and solve problems. Such teams are effective because early coordination among various specialties enhances innovation, speed, and quality. According to Kozlowski & Bell (2001), the ability of self-managed teams to work on their own without supervision increases their efficiency (p. 48).

References

- Daria, K. (2015). 5 Teams Every Organisation Needs. Retrieved from Small business Chron: <http://smallbusiness.chron.com/5-teams-organization-needs-33992.html>
- Kozlowski, S., & Bell, B. (2001). *Work Groups and Teams in Organizations*. Cornell University ILR School.