

Managing org behavior

Business, Marketing



Managing Organization Behaviour Question Teamwork is one of the most important aspects of a successful organization. To realize its effectiveness, as a manager, I would watch out for certain essential characteristics that determine the performance of the team. These characteristics include communication, which is an essential aspect in the organization (Nippard 46). Effective communication helps in elimination of conflicts that may occur as a result of communication problems. Communication also determines the type of relationship fostered by the team members. Reliable communication ensures the establishment of a highly effective team. Besides communication, I would also ensure that the problem solving skills exhibited by the team are as efficient as possible so that the team can guide itself in case the manager is not available. This is because disagreements are bound to happen at any time within the group. How the group deals with the disagreements would be of great importance to me as the manager. Moreover, when the group is discussing a problem, I would also be concerned about the participation of the members. This is because when all members are engaged, a certain positive level of coordination is present (Tina). Although criticism may have a negative impression at certain instances, I would encourage the team members to provide constructive criticism, which is essential in creativity and innovation. Furthermore, I would also be concerned about the flexibility of the team. Flexibility is very important when the organization intends to make certain changes within the organization. Adaptation of the team members would be of importance to me, as their manager, since the contemporary world demands flexibility because it is highly competitive. Other characteristics would include how

much the team is focused, as a good team is able to focus with the issue at hand and avoid interruption.

Question 2

An effective communicator has certain specific characteristics that ensure the message is passed appropriately. Such a communicator is said to be effective because they provide a clear and a concise message to the audience. Clarity is one of the most important aspects in communication since it helps in elimination of confusion. In addition, a concise message is straight to the point and does not waste the audience's time. On the other hand, a good communicator understands the audience. This implies that the mode of communication that they adopt does not confuse the audience. An effective communicator also employs empathy for the audience. This involves viewing the situation from the perspective of the other person. This also incorporates use of emotions that may come with the message (Raynolds and Rob 69-70). Additionally, since effective communication is not just about the communicator, the audience is also involved in the passing of the message in the form of effective listening where the audience contributes. Moreover, the communicator understands the body language of the audience and is able to realize the areas that require additional explanations and elaboration (Ferreira et al. 76). Furthermore, the effective communicator adheres to the facts. This implies that they avoid gossip and assumptions so as to pass relevant and accurate information. This ensures that the communicator can verify their sources of information as original. To ensure that the message is well understood, the effective communicator also includes illustration when addressing the audience. The communicator is also

friendly to the point that they encourage the audience to ask for clarification, which is offered accordingly.

Works Cited

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