

Case study on high-performance teams

[Literature](#), [Russian Literature](#)



Team work is an effort of a group of individuals who come together with an aim of facing a common situation and tackling the task towards success. This requires that each team member be ready to lead and also prepare to be lead at one point or another. It requires an overall group focus on the common mission to override the individual goals of each member. Therefore, at some point, everyone has to sacrifice for the rest of the members (Parker, 2011).

In the team, I would have a surgeon who would mark the site. This would increase a surgeon's accountability and regulate who to perform a specific task throughout the process. The surgeon would also determine the scope of the process and look for all surgical equipments and address possible barriers and reflect on how to alleviate them. I would also include the director of admissions to find out if the correct information was placed into the admissions database relating to Mr. Smith's condition and his medical diagnoses and treatment.

Open communication at the workplace could be as a result of good communication skills between the workmates. It therefore goes without say that poor workplace communication skills could prove to have detrimental effects on the business relationship resulting into decreased or no productivity (West, 2012). Creating a structure that facilitates individuals within the organization to have an understanding of whom to speak to concerning certain issues that may be of concern may improve open communication since workers are aware of the structure in place.

Staying positive and inviting each team member to participate in sharing ideas enhances open communication. Sometimes feedback could be harsh,

however, it has to be delivered in a supportive, team centric and positive manner. This is well exemplified in a situation where workers have fallen short of their required standards causing the business to stagnate or make losses. Positivity as a communication skill, focus on the performance or behavior rather than the character. Through this approach, it is easier to discover how best to rectify some mistakes so that they do not recur in future (Craemer, 2011).

Conflicts at the workplace are bound to happen but what makes the difference is how they are resolved. I will employ his experience in almost every scenario of dispute resolution in order to retain his work force and improve their efficiency even if the affected employees are wrong.

The importance of communication skills at the places of work goes beyond the mere fact that they help workers get along with each other. They also contribute to the general growth of business as they lay a firm foundation of good relationships. Good communication skills also create a good working environment as everyone feels confident and their opinions respected.

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