

Free case study on group and team

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



Arguably, a team and group are concepts so familiar to most of the people, but the difference exists within the concepts. For a team and a group to be successful, they should work together towards the achievement of team objective. Performance of a team varies depending on how the teams work best, manage their schedule, as well as enhancing their effectiveness. Research reveals that there is a basic and unique discipline that makes a team work. Certainly, it is clear that good performance and teams are inseparable; meaning you cannot have a team without substantial performance. In fact, teams fundamentally differ from working groups; this is because they require both mutual and individual accountability. During decision-making, teams rely on best practice performance and information sharing. They produce discrete decisions and work-products based on joint contribution of the members. Teams make wise and better decisions as compared to summing the parts. In decision-making, teams are guided by mutual accountability approach as well as a common purpose.

In understanding work teams, it is crucial to understand how teams invest in time, explore their efforts, as well as how they translate their goals. When goals and purposes develop on an individual basis, and are combined with the commitment, it becomes a potent engine of performance. Goals and objective help in understanding the commitment, performance, as well as a discipline of the teams. Furthermore, goals help a team in keeping the progress, while in a broader perspective supplies emotional energy and meaning.

In selecting a virtually effective team, number is extremely valuable; it should range between 2 and 25 people. Admittedly, small teams are

stronger and easy to manage as compared to big teams. On the other hand, big team can easily break rather than working as a single unit. Apart from selecting the right size, teams must include right mix of ideas and skills. The team to be effective it should also have technical expertise, decision making skills, and interpersonal skills. Each member of the group should undertake its roles for the success of the entire team.