

# W6d teams

Business



Teams Affiliation Teams The increase of team- based structures in the management of the organizational projects has increased with time. There are several types of teams that organizations used in order to improve on the output of the projects. Some of these teams used as discussed in this paper include virtual teams, functional and self-managed teams.

To start with, virtual team is composed of individuals that are based in different geographical locations. These individuals use technology to perform a work duty and related activities. Jarvenpaa & Leidner (1999) states that organizations have preferred this kind of team apparently because of its cost effectiveness in terms of reduced cost of technology, greater use of outsourced and temporary workers, shift towards globalization and many others.

Moreover, functional teams are composed of individuals from different departments but with the same task to perform. For example, an individual performing an accounting task in one department team up with another individual performing accounting task in another department. In functional team, the team members try to specialize in their roles as they try to stick to their roles (Jurgen A. (2011).

Finally, self-managing teams are teams that are accountable for all the tasks they perform (Manz & Sims 1993). The team members share the work force and the supportive tasks. It is a group that is composed of individuals with a common purpose and the tasks are defined by the members (Stewart & Manz 1995).

Team processes are those step-by-step actions that are taken or perform in order to produce a favorite outcome. These team processes sometimes have positive influence or negative influence on the team performance. They

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include transition, action and interpersonal processes (Garvin2009). All these process can have positive influence on performance. For example, a transition process like creating an action plan can help in prior achievement and organizing for future wants. Action process like assisting other team members performs their task can help promote positive cohesion and timely goal achievement. Also interpersonal process like conflict management can also help in developing some rules that can finally encourage cooperation. On the other hand, an interpersonal process like storming can have negative influence on performance. The questioning of the team's ability to perform a given task can lead to discouragement of the team members hence not giving their best (Garvin2009).

In conclusion, teams are important to an organization as they help in the achievement of certain tasks. When such teams are well coordinated with good processes, the organization may achieve their objectives through positive team performance.

## References

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