

The advantages of teamwork

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The Advantages of Teamwork Department The Advantages of teamwork

Teamwork is one of the most valued products because of its positive impacts.

In reference to the Tuckman model teamwork is effective at the third stage and fourth stage; norming and performing (Stein, 2006). In the norming stage, there is much consensus and agreements taking place, and the roles and responsibilities tend to be clear. In the performing stage, the team gets more strategically aware and knows what they are doing since they have a shared vision and can operate without interruption of the leader (Stein, 2006). There are numerous advantages associated with teamwork especially in organizations especially when working across different cultures. According to Hofstede, we get ourselves in life situations where we are dealing with people from diverse cultures and we have to work together for a common course. Hence, one needs to have knowledge of the cultural dimensions as illustrated by Hofstede. They include power, individualism, gender, uncertainty and long term orientation. Teamwork is a better illustration of the famous ancient phrase that says two heads are better than one.

Teamwork enables people to share ideas among their team in relation to the shared task. It involves each person giving an idea and participating in decision making of the way forward in doing an activity or in the process of problem solving. Teamwork also saves time. Things get done much faster and efficient. When a group or team is assigned a task or responsibility, it is more likely that it will be done in less time with so many areas covered all at one time. Another merit of teamwork is the ability to account for weak areas. People are diverse; different cultures and each has their strengths and weaknesses that differ a lot. When people come together to do a similar task, it is easier to get solutions through each stage since there are

possibilities of having one or two persons who are conversant with an identified area of weakness (McMillan & Reynolds, 2002, p. 23-34). In addition, teamwork is able to break the cultural differences that may present during a task.

At workplaces, teamwork improves relationships among the work mates and the management of an organization. These relationships results to teamwork not only in the workplace but also outside work and across cultures (West, 2012, p. 56). In additions, it brings about job satisfaction and morale to engage in even bigger tasks. One thing that is essential for any manager to invest on in business or organization is teamwork. It saves a lot of time and dependency on the manager hence increasing productivity.

References

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