

Case analysis hw memo #3: teamwork turmoil

Business



(Insert Discussion Section Number: (Insert) Re: Team Turmoil Issues

Marshall's team exhibits various challenges affecting the efficacy of their performance leading to a major challenge of lack of co-ordination. The first contributing factor was majorly caused by existence conflicting ideas; this can be attributed to the fact that all the team members come from different academic backgrounds, social and to some extent racial backgrounds as well as conflicting interests.

Another challenge was lack of proper team co-ordination, majorly characterized by lack of direction in the manner activities are conducted in the team works for instance procedures of communication.

In addition, poor inter-personal skills were a challenge to the effective team work in the group. This was majorly characterized by poor communication skills among the team members seen by instances of interruption of some team members as they expressed their ideas. This could have been attributed by the fact that was no universal team leader who could offer directions regarding how each member expresses their ideas.

Alternatives

Work in a non stereotypical environment to promote positive work environment, bonding social norms etc.

Establish performance norms and cohesiveness by starting next meeting with team activity of outlining rules, practices and expectation of group

Encouraging group goals and establish individual goals tied to jobs and commitment to group.

Nominal group technique applied during case discussion in the beginning.

Select a team leader to facilitate coordination of group activities in a manner aligned to the group objectives and goals.

<https://assignbuster.com/case-analysis-hw-memo-3-teamwork-turmoil/>

Recommendation

I believe having a team leader, who coordinates the overall team's activities, is the most appropriate alternative for the issues faced by Marshall's team.

The team leader can facilitate appropriate values within the team such as:

Proper communication skills in a manner that each member is provided with an appropriate opportunity to communicate his/her ideas freely. Moreover, research indicates that team leaders may also boost the morale of their teams towards getting committed in effectively handling group's activities (<http://smallbusiness.chron.com>). The selection of a group leader should be performed on the basis selection agreed upon by the entire team. The team leader should be a committed and goal-oriented in order to ensure that objectives and goals are met on time.

Work Cited

Importance of a Leader In a Team. (n. d.). Small Business. Retrieved October 6, 2014, from <http://smallbusiness.chron.com/importance-leader-team-52168.html>

Lencioni, P., & Okabayashi, K. (2008). The five dysfunctions of a team: an illustrated leadership fable (Manga ed.). Hoboken, N. J.: Wiley ;.