

# Leadership assessmt

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1. Terry Davis encouraged the use of teamwork throughout the organization. The use of teamwork fostered a business environment in which employees constantly communicated ideas with each other. People were involved in more face to face meetings than in the past which improved communication among employees. He also encouraged the workers to become more proactive in their communication with the customers. The new teams were involved in activities that the company did well as well as things in which they needed improvements. Half the head office personnel were placed in teams in the field with line responsibility. Davis created a team to lead a centralized call center. One of the purposes of the call center was to become proactive in planning and inventory forecasting. The use of teamwork encouraged by Davis helped the company improve its organizational culture. The firm has become more flexible and adaptive which made the company more aligned with the business environment of the 21st century.

2.

Davis encouraged in state competition. He did not use competition between states to lower the risk of dysfunctional behavior occurring due to the consequences of competition. The use of competition can lead to negative behaviors such as people lying to each other and mistrust among colleagues. Competition can also lead to people stepping on each other in order to get ahead in the corporate ladder. Another potential negative aspect of competition is that it can intensify the work conditions and environment which can lead to work related stress. Employees can become burn out due to the excessive use of competition. Competition can encourage individualism instead of cooperation.

3.

Employees that got involvement in team sports in the past are more likely to become good team players in the corporate world. Recruiters of talent look positively to a candidate having prior involvement in sporting teams. Team sports teach players important skills such as learning to cooperate with others and build bonds of trust among teammates. Sports also teach people values, discipline, and encourage good physical health. Sports teach people how to work together as a cohesive and united team. Being a good team player in the business world is an asset because cooperation and teamwork are skills that needed in corporate America.

4.

In order to implement teamwork at CCA Davis opened up the lines of communication among the workers and the managerial staff. Open communication enables the free flow of ideas. These ideas can be used by teammates to find alternative solutions to problems the company was facing. The use of diversity can helped increase the creativity of teams. Establish norms within teams can help set boundaries and guidelines for people to follow. Teams seek to accomplish synergy among team members. Team can be arranged to work in different setting such as cross functional teams, virtual teams, and self-managing teams. Virtual teams allowed cooperation to occur between companies located in different parts of the world. Cross functional teams bring together persons from different functions to work on a common task.