

# [The progress. the improvement plan also enables the](https://assignbuster.com/the-progress-the-improvement-plan-also-enables-the/)

[Business](https://assignbuster.com/essay-subjects/business/), [Decision Making](https://assignbuster.com/essay-subjects/business/decision-making/)

The word team hasnumerous meanings and can refer to different kinds of groups. The bestexplanation is that a team is a group of people working together to achieve acommon goal for which these individuals hold themselves mutually accountable. The main elements of a team include the following the members have a commonwork interest, the tasks performed are interdependent and there is a sharedresponsibility for the output of the tasks accomplished (Peter R. Scholtes, 2003). In an attempt to bring out the main components of a successful team, PeterScholtes developed the ten ingredients of a successful team.

The first ingredient is clarity in a team’s goals; a teamgoal refers to an extensive primary outcome that the members of a team want to reach. This ingredient is not only limited to having a joint mission or a commonpurpose; it further requires that the members understand the goal, mission orpurpose and those other individuals who are not members of the team also easilyunderstand the goal. Sports teams illustrate this ingredient, some of theseteams have members that have not agreed or have not acknowledge the goals set. Unableto understand the goals will cause the teams to fail ultimately.            Thesecond ingredient is the improvement plan; an improvement plan is a documentthat outlines the goals that the team want to achieve. The goals are brokendown into objectives and milestones; these milestones enable the team to observeits progress. The improvement plan also enables the team to understand whatthey require to achieve their goals. An example of this ingredient is theproject teams in offices that outline their goals by breaking them down intoobjectives.

The improvement plan enables the teammates to learn from theprevious mistakes they made. The third ingredient is defined roles; thiselement outlines that every member of the team should identify their duties andtheir responsibilities. Once the team members are well versed in their duties, the likelihood of confusion in the group is minimal. The teammates can achievetheir goals easier and more efficiently. An example is the way a chess game is structured, each chess piece is expected to move their unique direction and ultimatelydefeat the opponent.             Thenext ingredient is clear communications; the team members are at all timesexpected to depict proper communication skills.

These communication skillsinclude clear speech and adequate listening. An illustration is the failure ofone member of a team of paralegals to do his/her part, the paralegals wereexpected to research on a particular case and proceeded to divide the workamongst them. The failure of the paralegal to inform his/her teammates ofhis/her failure to do his/her part will cost the team. Beneficial team behaviors are the fifthingredient. Peter was of the view that a team should perform certain behaviors. These beneficial team behaviors cause the team cohesiveness to become strongerthan ever before (Peter R. Scholtes, 2003).

An illustration ofthese beneficial team behaviors include belief; a successful team will at alltimes believe that it can achieve goals and can meet deadlines (Webster, 2017).            Well defined decision procedures, this is anotheringredient that requires teams to come up with proper methods of solvingproblems and efficient methods of making decisions. The decision making shouldalso be accompanied by appropriate information and data. This information isused to enable the team members to make reasonable decisions. An example is theboard of directors of any company; the board is made up of many directors whowork together to run the company.

The directors have a proper method of makingdecisions which is either through a poll or a show of hands. These processesare governed by the Articles of association of the company.             Balanced participation, this ingredient outlines thateach team member should always contribute equally to the success of the team.

The balanced participation ingredient is exemplified by numerous school groupsprojects which have certain students who in specific groups fail to help in thegroup project. The lack of the support of one team member drags the other teammembers down.            Establishing ground rules, this ingredient outlines thatthe team members should develop ground rules that will direct the way the teammembers carry out their business as a group. These ground rules should beappropriate and comfortable for the individuals making up the team. An exampleis a team that agrees upon ground rules such as things are not allowed to bedone such as skip meetings.             Awarenessof the group process, this ingredient deals with the information that groupmembers get from the other group members and current group processes. Theinformation is used to complete the job efficiently.             The last one, the use of scientificapproach in teamwork, this ingredient describe that leaders should measureproductivity by setting high targets for the workers (Evans, 2017).

An example is thesetting of high targets in sports teams such as winning their respective leagues. These high targets will boost the team members’ morale and enable them toachieve great things