

EFFECTIVE TEAM WORKING AND COMMUNICATION



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Introduction:

Teamwork in the social and health sector, teamwork allows different health workers, such as carers for the elderly, child carers also for vulnerable people, nurses and doctors with different skills and knowledge where they work together to achieve common goals. This report will indicate how the management team in the social care home can do effective teamwork in the workplace, thus putting divers' skills into practice. Knowledge, experience, competence and ability of all health and social care professionals to deliver an excellent standard of patient care, This description will also discuss and see the impact that teamwork has on the factors of health and social care. Therefore this description classifies and analyzes the barriers associated with effective teamwork in any healthcare setting.

At the end, explains the types of roles that must be played to create or organize a health team.

Management at health and social care:

Management at a health and social care can develop an effective team: in the health and social care environment forming a good team is essential to ensure the quality of service and to coordinate all team members to work towards the common purpose of serving to take care of patients. The values of health and social work and, in particular, its commitment to social justice which sets each apart from other occupations. According to Bisman (2004: 115): Social care environments can follow the procedure indicated below in terms of developing an effective and valid health team that works cooperatively and interactively to achieve common health goals.

Set up good leadership:

As mentioned by: Anthony T.Cobb in the book (In:[Leading Project Teams: The Basics of Project Management and Team Leadership](#)): the main teamwork purpose in a project is the sum total of all work that needs to be done by the members to achieve its goals. because It does not take long to realize that a project's true scope is probably not completely understood until it is fully broken down into its component tasks. While it comes to developing an effective health and social care team, the first thing healthcare leaders need to develop and execute is an authoritative and highly appropriate leadership framework that brings together all health and social care professionals to work on and share a plan to provide quality care to patients. To avoid the risk of disagreement and maladministration correlated with the workplace diversity in health and social care, management can expand an equality leadership structure that will allow healthcare executives to encourage all team members to be involved in effective decision making. On the contrary, in the case of decentralized and various healthcare systems, undemocratic management is more relevant than the democratic, which allows the healthcare managers to make obligations to all the team members to respect and comply with the effective team working norms.

Focus on teamwork:

In addition, an important strategy for forming an effective team is to foster a mentality of teamwork together in the environment of the healthcare professionals The healthcare managers of the hospital, Nursing home or home for seniors dealing with Social Care Home must focus on encouraging nurses, professionals, health and social care personnel and other health care members to get involved in collaborative work, thus capitalizing on their skills, decisions, perspectives and ideas.

By developing shared work and collaborative skills within healthcare professionals, healthcare managers can foster teamwork perspectives in employees that will enable them to work synergistically towards common healthcare goals.

Manege training and development for teamwork:

The all stages process proposed by Tuckman (1965):Forming,Storming,Norming,Performing and Adjourning, the most useful stages at this time but in the real world, As argued by (Kanter,1983; Petres.1987; Bradford and cohon,1982; Lawler,1986) however, team building was more promoted by behavioral or high-level scientists than it was accepted and practiced in American business, even though, teamwork was considered "Nice" but not critical to the success of the company.

Teamwork as a goal was linked to other business goals, as right now, teamwork in almost all sectors of work works, thanks to those who have committed team work to growth, in this

case also in our social sphere, the Social Care management team can conduct effective training and development programs for all of their employees. In health and social care environments, for effective team building, health leaders must provide adequate training to all staff and health and social care professionals to prepare them to work on the shared purpose of health care. In this context, to form a good healthcare team, management in a Social Care can provide effective training to all employees to provide them with the opportunity to develop effective teamwork skills such as how to get involved in shared decision making, framework conflict management and synergistic work process.

Develop effective communication:

When you have strong communication you can build relationships, which lead to trust with staff, patient colleagues, etc.

First let's see what kinds of communication there are; we can say that we communicate in multiple ways every single day, there are different types of communications such as, verbally through presentations, meetings and conversations, through writing and non-verbal communication through body language from the moment we go everywhere, do or speak of any we are communicating. As mentioned by Deborah J. Barrett (2014) states, "A leader must be able to communicate effectively when asked to define leadership theorists and practitioners frequently use the words influence, 'inspire' and 'transform', all of which depend on communication, verbal and non-verbal"

Basically having strong team communication in the area of health and social care is necessary. The socio-health context of team building is strongly associated with the development of an effective and clear communication system in the management of the Social Care area and must conduct a transparent, concise and effective workplace communication process in which all health professionals and social networks can be connected during working hours. Communication is one of the most essential forms of communication in team building, which allows health and social workers and staff to conduct a clear and transparent verbal transmission of information. reciprocal, thus always remaining interconnected.

The management team must emphasize the development of closed-loop communication where all staff and healthcare professionals can discuss all health issues, as related topics can be linked to patients and treatment-related discussions, in order to share your opinion on these aspects.

Aim Collaboratively

Collaborative planning is an important aspect of developing an effective team in health and social care. The management of all social care services must emphasize the involvement of all health and social workers to obtain an effective plan to provide the best care to the patient by improving the quality and standard of delivery of care. If the collaborative plan brings together all health and social care members it can share their knowledge, skills and professional competences in developing innovative health strategies in terms of improving health outcomes.

Impact of effective teamwork in health and social care:

Teamwork has a potential impact not only on outcomes and quality of care, but also on the entire health and social framework. As Edward (1978) suggests, the beginnings are crucial and a good start will set the tone for everything that follows, then the Effective teamwork should have the following impacts on the health and social care system.

Develop the quality of care delivery:

By developing effective teamwork, managing a social worker can improve the quality and standard of patient care. Good teamwork is good for everyone and has a positive impact on providing patient care where it improves the way we deliver compassionate, high-quality care to each patient and meets the holistic needs of patients. Effective teamwork from all healthcare sectors will enable hospital health and social care professionals to work in a multidisciplinary team, thus utilizing their valuable knowledge, decision-making skills and professional skills in determining all patient health needs, thereby developing the appropriate care plan to meet these needs. On the contrary, in the case of critically ill patients with a complex health condition, teamwork can create conflicts, discussions and unhealthy competition among team members that will hinder the overall process of care delivery. To avoid such mismanagement, the healthcare management team must develop a productive team that is resilient enough to any healthcare environment and can deal with any type of team conflict.

Improve the productivity of healthcare professionals:

Teamwork in health and social care environments enhances the professional skills, knowledge and skills of team members, providing them with the opportunity to conduct systematic professional development, will enable all health and social care workers to work in a multidisciplinary team to share knowledge, skills, decisions and skills thereby.

Although teamwork increases team productivity, a large team with several team members can create misunderstandings that can interfere with the ability of healthcare professionals to achieve common healthcare goals. However, when carried out correctly, managing a health care partner can use effective teamwork to have positive impacts on the overall productivity of the entire health care team.

Better patients outcomes

Teamwork is associated with better patient outcomes. Guzzo and deckman (1996) asserted no single measure of performance provides a uniform evaluation process. Therefore, management can improve patient outcomes by developing an effective health team that would be highly efficient in determining critical issues; health needs of each patient and implement appropriate disease prevention and management strategies to meet these health needs. In addition, effective teamwork will help all sectors of healthcare professionals work with the pharmacist to ensure the safe and effective use of all medicines for patients.

Reduce medical errors:

Effective team building can help sector health and social workers overcome the risk of various medical errors by conducting collaborative discussions, shared decision making and multidisciplinary work. Through working in a good team, all hospital health professionals would be able to develop and implement effective and innovative strategies to cope with any challenge in the context of health and social care.

Barriers to effective teamwork:

Several barriers are associated with teamwork that the management of hospitals or nursing homes or vulnerable elderly centers have to consider how they can systematically overcome these barriers.

Unhealthy competition among staff:

Bales, set in motion the groundwork of Tuckman (1965) used in development model of the group. Bales believed that individuals considered socioemotional needs and tasks as the two ends that define a continuum. According to Bales as the groups moved towards tasks, the dynamics of this perspective also work in reverse.

There is a high risk, negative consequences can occur, for example; develop unhealthy competition as diversity between health and social workers can lead to differences in their views, perspectives and work processes.

In modern healthcare fields, the main barrier to effective teamwork is unhealthy competition between staff that makes staff involved in bad games of hurting each other's emotions and self-respect. Passion for self-recognition has a good designation,

Lack of teamwork skills:

Lack of teamwork skills such as resilience, flexibility, shared decision-making and problem-solving skills, can pose potential obstacles to effective teamwork in all workplaces.

Because in almost all health care sectors there is a high diversity between health and social care staff, it is natural that they differ in the work process and opinions which can develop constraints for teamwork

Poor communication & Team conflicts

Poor communication: According; [linkedin.com \(Firm\) Henna Inam speaker](#) (video) The lack of communication could be open and transparent between health and social care personnel in the public and private sectors, it can cause unnecessary misunderstandings and discussions within groups that will hinder team spirit.

Team conflicts: Conflicts and discrepancies of opinion are the two major obstacles to teamwork, the diversity of health and social care personnel can create serious team conflicts and misunderstandings among staff which would reduce the motivation and ability of health workers to work on common health goals.

The types of roles required to form an effective and cohesive team.

For forming a cohesive and effective team, the management of health sectors or Care Home needs to perform the following roles;

Fostering teamwork personality within every health and social care staff is

important for encouraging them to develop an effective team, the management of Social Care Home must conduct official meetings and conferences in which all the health and social care staff will be motivated for developing teamwork skills in terms of working towards the shared purpose of patients. In addition to better facilitate Develop an effective conflict management framework within the healthcare team that will reduce all types of conflict within team members, thus maintaining a healthy and trustworthy relationship between them

Conclusion:

From the above discussion, it can be concluded that teamwork is important in all areas of health and social care to improve organizational productivity and improve the quality of care. To have an effective team, improve teamwork skills in staff, develop team goals and promote teamwork personality among healthcare staff. There are many barriers to teamwork such as a lack of transparent communication between healthcare personnel, poor transmission of information, lack of teamwork skills, team conflicts and unhealthy competition within the team. In this context, healthcare leaders need to develop effective strategies that can enable them to overcome all these barriers and build a highly productive team.

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