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Benefits of Team Working

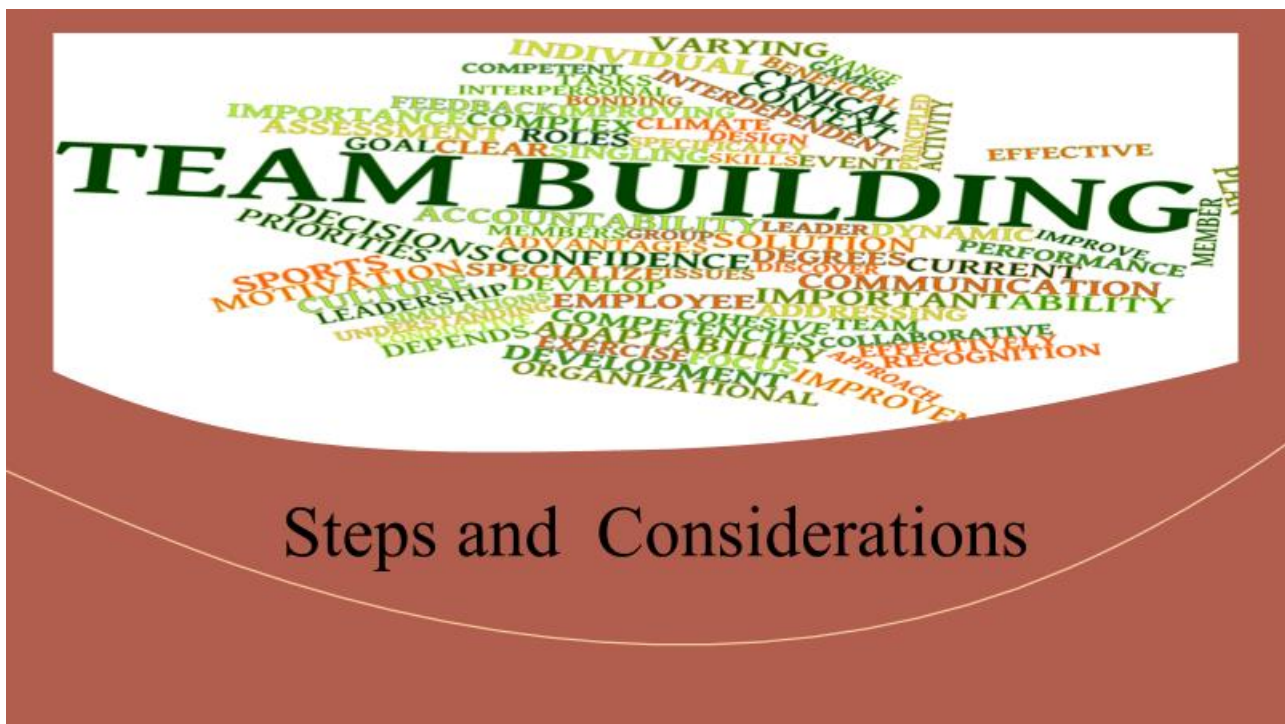


A team is a group of people who organise themselves in a certain way to achieve a common goal.

Teamwork considerably increases the efficiency and quality of work when making decisions together.

United work teams can create a good working environment in which everyone feels part of the team and workplace.

This is particularly important because good working relationships with colleagues will, as a rule, be more productive.



Steps and Considerations

Create a climate of trust in which good communication flows and ideas are discussed, this gives autonomy and power to the team and gives a feeling the projects carried out are as their own.

This gives a clear direction and a common working method making sure that all team members have understood the common goal.

Recognising the abilities of each member is important also taking advantage of their diversity also makes a team more efficient.

Finding collective solutions for conflict must be understood with making a good working environment everyone's responsibility.

Successes and failures are as a team with the contribution of each member being recognised.

When diverse talents are put to work together, they stimulate each other with new ideas or solutions emerging.

Creativity also flows when in a team and should be encouraged as this allows a team to see issues from different points of view.

Teamwork also allows each person to specialize in what they are good at rather than multitasking, it also allows their personal and professional growth with giving all a feeling of belonging.

Theory s Hersey and Blanchard

Hersey-Blanchard Situational Leadership Theory		
	Task Behaviors	
	Low	High
High	Participating Style Shares Ideas <i>(Followers able, unwilling, not confident)</i>	Selling Style Explain Decisions <i>(Followers unable, willing, confident)</i>
Low	Delegating Style Turn over decisions <i>(Followers able, willing, confident)</i>	Telling Style Give Instructions <i>(Followers unable, unwilling, not confident)</i>

Hersey and Blanchard's theories suggest that the leadership style needs to shift as the maturity of our subordinates differs, so we must consider two indicators:
 Attitude (flexibility, integrity, challenge-taking, initiative, independence, etc.)
 Competence (professional experience, analytical skills, dates of past success meetings, etc.)

The theory describes 4 distinct management styles

Telling

The leader says: what, how and where to do the tasks and determines the responsibilities. (low relationship-high task)

Selling

The leader offers constructive behaviour and consistent support. (high relationship-high task)

Participating

The main role of the leader is to facilitate and promote communication. The leader and the follower share decision-making. (high relationship-low-task)

Delegating

The leader does not give any support and/or motivation. (low relationship-low task)

You will find an easy way to group the diagnosis in the Hersey-Blanchard model.

Conclusion and References



Building a team is not an easy task with many employees being used to organising their own tasks as an individual.

Teamwork experience in a job interview is currently valued.

The key to successfully teambuilding a good team is in a leader who keeps you motivated.

A good working team gives the benefit of persons enjoying going to work which makes them more reliable and efficient.

Carla Rudder (Editorial Team) April 10, 2019

Hersey, P., Blanchard, K. H: Management of Organizational Behaviour: Utilizing Human Resources. Englewood Cliffs, N.J: Prentice-Hall, 1988.