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Assignment Title: Report on Effective Teamworking for Business Success

Executive summary

This assignment will highlight the main factors of teamwork and its implementation in the business sector. Teamwork makes many practical tasks more comfortable to complete. Its effect on business success will also be explored. This will provide many necessary insights on this matter.

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Introduction

The aim of this assignment is to highlight the factors related to effective teamwork for business success. To do this properly understanding team and teamwork is very important. When two or more individuals gather and work together to achieve a common goal, the group of individuals can be considered a team. This brings more insight, perception, and knowledge necessary to complete the task. Teamwork is a very important element in any business environment. Characteristics of teamwork will be discussed in this assignment. Different models of teamwork will also be discussed in this assignment. Ways of constructing a team will also be highlighted in due process. The impact of effective teamwork on a team's success and morale will be explored. After all these, the effect of effective teamwork on a business environment will be discussed. All these will provide a detailed understanding of this matter.

Overview of Team working

When a group of individuals commits themselves to achieve a common goal then the group of individuals can be called a team. Teamwork is needed in every professional field. It is even more true in the case of business organisations. If different departments of a company don't collaborate then the chances of success decrease a lot. In business, the term team can be used for different conditions. The whole group of employees can be a team working for the success of the company. Or some employees working on a particular project. Both of these situations require different methods to maintain harmony among the team members.

Effective teamwork is fundamental for the success of any company. If effective teamwork is achieved, then the team becomes more efficient and more productive. Effective teamwork is achieved when all the team members are in sync. But the 3 main components that contribute to effective teamwork are trust, communication, and effective leadership (Jones, 2019).

If the teammates communicate with each other properly, then there will be no scope for confusion and conflict. They will aware of their roles in the project and will be able to perform better and more effectively.

Leadership is also very important for maintaining effective teamwork. The leader should lead by example and motivate the other team members to become better. Moreover, the leader will have to take the right decisions for the team. Keeping the team functional and setting concrete goals for the team is the leader's responsibility (Elfverson, 2019). A good leader can make his team perform more effectively while maintaining team morale.

Model of teamwork

As mentioned earlier, teamwork is very important for business success. So it should be of utmost importance to achieve effective teamwork. This can be done by following some models. In this assignment, the Tuckman team development model and the Wheelan team development model will be discussed.

Tuckman team development model

For a team to function properly some steps should be followed. These steps increase the chances of effective teamwork. These steps can be different according to different theories. According to the Tuckman team development model, there are 5 steps of team development. These steps are forming, storming, norming, performing, and adjourning. Bruce Tuckman introduced this model in 1965 and he was a psychologist by profession (Serenhov and Kaldera Holu , 2021). This model

monitors the team's development from the first team meeting to the completion of the team project.

Forming

This is the stage where the team members get acquainted with each other. In this stage, the team members are assigned to a certain project. Here the testing and dependence of the team members are monitored. The team members get to know each other and they set their personal and professional boundaries. They get to know their team leader and the organisational standards that they must follow.

Storming

As humans, every individual wants to express their individuality. But it is not easy to do while being a part of a team. In this stage, interpersonal conflicts arise between the team members both personally and professionally. In this stage, different emotional attachment arises in different individuals. This leads to intellectual conflict among colleagues. They can become hostile toward one another.

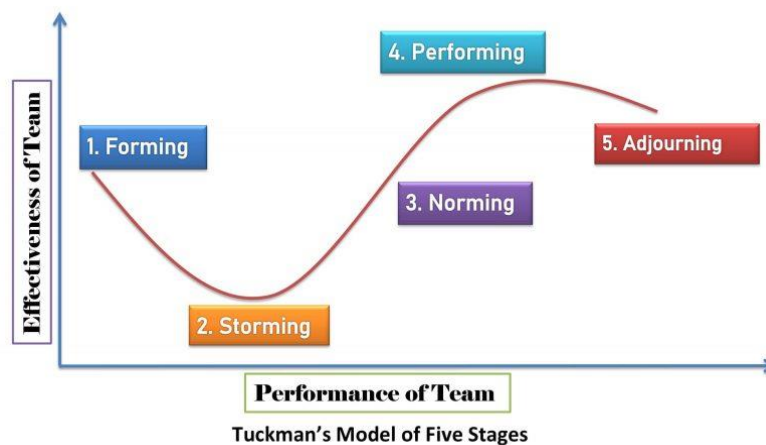


Fig : Hildebrandt and Marr, (2020)

Norming

In the third stage, when the phase of conflict ends between colleagues, they start to form an identity as part of the team and become an entity (Hildebrandt and Marr, 2020). At this stage, the team members find a way to work in harmony and avoid any kind of conflict. Every member contributes in their way to the project. They adjust and form an understanding to function effectively.

Performing

In this stage, the teams' efficiency reaches its peak. The team becomes fully functional and all the member's energy is focused on the project and the goal. The team members become familiar with and settled into their assigned roles. This makes their working capability more flexible and efficient.

Adjourning

After completing the project, leaving the team in a good term is also very important. This is true in both the professional and personal life of any individual. The leader of the team must make sure that the team is in good spirits after completing the project.

Wheelan team development model

Wheelan team development model is also used as a reference for team development. There are 4 stages in this team development model. These stages are dependency and inclusion, counterdependency and fight, trust and structure, and work.

Dependency and Inclusion

Team members are introduced to each other and informed about their roles in the project. Members get to know their project leader.

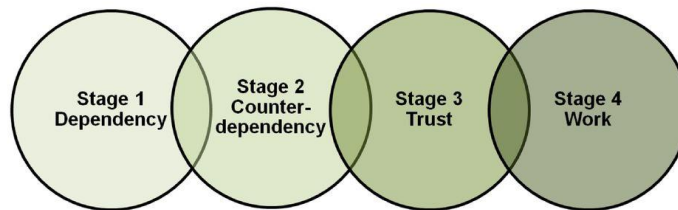
Counterdependency and fight

Mutual disagreement and conflict arise among the team. These conflicts can have many reasons like having different opinions, a different approach, intrapersonal conflict, etc.(Åkerlund et. al., 2021)

Trust and structure

In this stage, the team members get to know each other better. Negotiating and communicating replace disagreement and conflict. Team leaders and members set some standards which help the team to perform better and more efficiently. This increases productivity.

Wheelan's 4-Stage Model of Team Development



Source: (Wheelan, 2005)

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Fig : Åkerlund et. al., (2021)

Work

If a team can pass all the other stages then it enters the last stage which is work. Before reaching this stage all the groundwork is done. In this stage, the team members are in sync and they perform with optimal efficiency.

The Tuckman team development model and the Wheelan team development model both are very effective models. But the Tuckman team development model is preferable as it covers adjourning as well.

The role of creating effective teams

A team becomes cohesive when team members are not just working on some project but they feel like they are contributing to it. But someone should make them feel like this to bring out their full potential and get access to their full productivity.

5 characteristics are found in a cohesive team. These characteristics are trust, conflict, commitment, accountability, and results (Begerowski et. al., 2021).

Trust

If the team members don't trust each other then won't be able to perform their best while working together. So, building trust among the team members is really important for them to perform better.

Conflict

Conflicts happen when team members have different opinions and perspectives toward the work at hand. Though conflicts can make the team members uncomfortable working with each other, it brings out different inputs and shows the individuality of a person. But it shouldn't be allowed to go out of hand.

Commitment

If the team members feel committed to the job then they will be able to develop an emotional bond. This will push them to make themselves more hardworking and efficient. This will increase the productivity of any group.

Accountability

Team members should be given the benefit of the doubt, but if they make any mistake they should be held accountable. In many cases, this keeps the employees in line with the rules and regulations set by the company. Though the accountability shouldn't be accessed. Otherwise, it will affect the team morale and productivity of an employee and the overall team (Zajac et. al., 2022).

Results

All the team members work to achieve the goal set by their leaders. If the goal is achieved, then the team members should receive some kind of incentive. This will motivate them to work harder and this will ultimately benefit the company.

Amazon is an online-based e-commerce site that has businesses all over the world. As they are planning to open three warehouses in London, Paris, and Berlin to make their services faster and more reliable they appointed Tom Jackson in charge.

Due to a lack of clear communication, the team is not performing well under Tom. To make the team cohesive, Tom should try to bring in the 5 characteristics that have been described above. This will help Tom to get a grip on the team. As two of the team members are not working for the team, but rather for their gain from this project they should be held accountable.



Fig: Zajac et. al., (2022)

To do so, Tom can follow Belbin's 9 roles to organize his employees. This will make things easy for him. But to do so he will have to keep in mind 3 roles.

- Action-oriented roles
- People-oriented roles
- Thought-oriented roles

In action-oriented roles, Tom can appoint an Implementer who will be able to make other team members more efficient, disciplined, and concentrative. This will increase productivity. Project goals will become easier to achieve. Some major problems will be solved with this method.

People-oriented roles will offer Tom to establish communication with the workers which will make the work process much faster and more efficient. A coordinator will help him to solve the conflicts more reliably.

In thought-oriented roles, Tom can appoint a specialist who will be able to provide solutions if any problem arises. This will make the project fluent and all these roles will make life easier for Tom. Though Tom should be able to lead them properly.

Impact of effective teamwork on team success

Having an effective team that performs its tasks with efficient methods is a blessing for any company.

When collective minds collaborate to solve a problem or to work on a project creative and better outcomes are achieved. Employees tend to work hard and more committedly if their efforts and

ideas are appreciated. Then they try to take calculated risks to complete a project in an innovative way. This makes them more skilled and efficient employees for the company.

If a team works effectively then the team members try to push themselves. They try to work on their personal growth and become more involved in the job. Job satisfaction increases and it makes them function even more efficiently. Stress decreases as they can rely on the support of their teammates. There are some other benefits as well (Madigosky et. al., 2020). Such as

- Builds trust among the team members
- Makes the company structure reinforced
- Positivity is promoted in the team
- Scope of self-growth increases
- Chances of innovation are created
- Constructive criticism makes space for tolerance and communication

All these are the benefits of effective teamwork. But it is not easy to acquire. There are some barriers in the path of achieving effective teamwork. These barriers are

- Dominating team members
- Poor performing team members
- Team Conflict

Dominating team members impose their ideas on the other team members. This disrupts the balance of the team and other members of the team get overlooked.

Poor-performing team members become a liability to others. They lag in tasks which disrupts the rhythm of the team. Sometimes other team members get annoyed and the harmony in the group breaks.

Sometimes team conflicts become too severe to fix and leaders find it very difficult to keep the team together. Team conflicts affect the performance of every team member and communication between members becomes awkward. This leads to miscommunication and a drop in productivity.

Conclusion

The aim of this assignment has been aimed at discussing effective teamwork for business success. An overview of effective teamworking has been done to give clear ideas on the matter. The Tuckman team-building model and the Wheelan team-building model have been discussed in this assignment. Necessary that are needed to make a team effective has also been highlighted. The advantages of having effective teamwork and the barriers to achieving this have been discussed. The impact of effective teamwork on a company has been explored.

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