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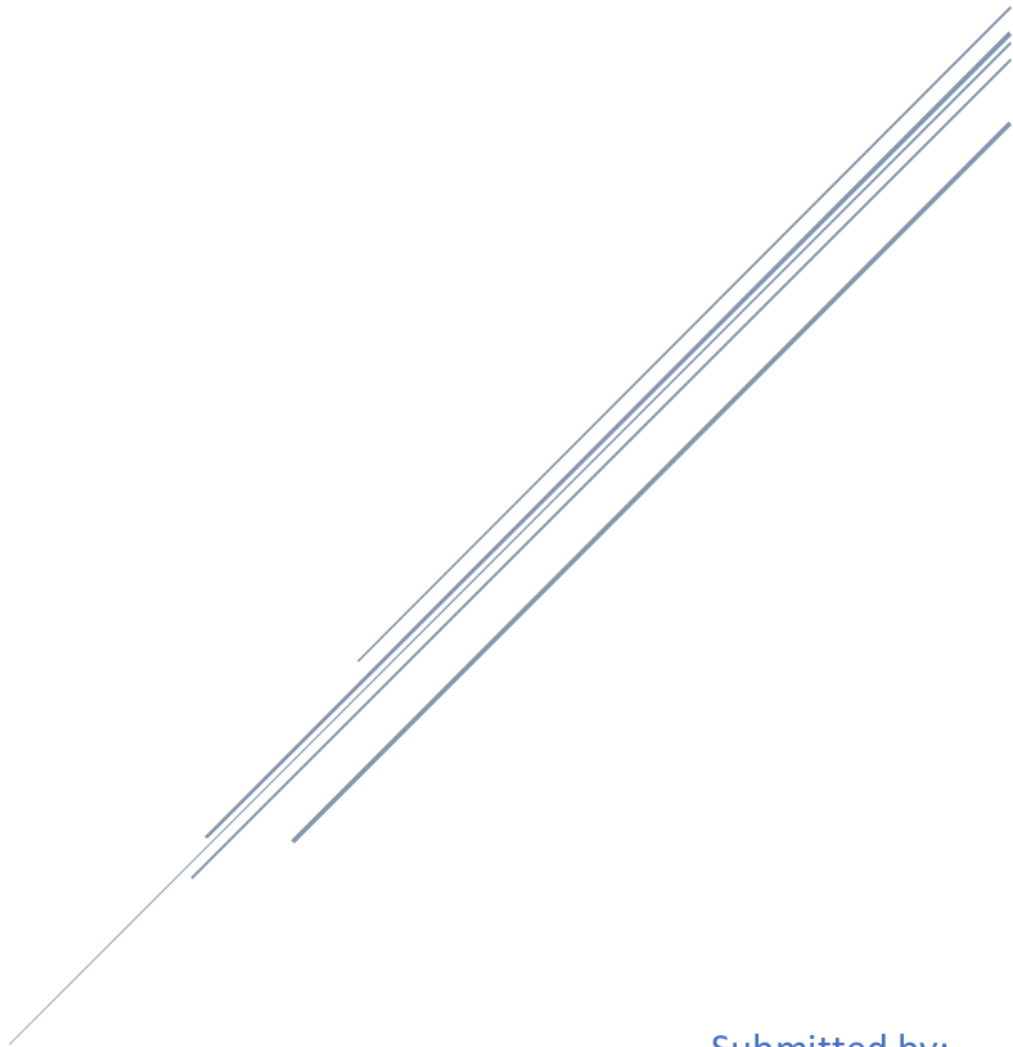
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EFFECTIVE TEAMWORKING FOR TEAM SUCCESS

Report



Submitted by:

Effective Teamworking for team success

Introduction

In this modern era, the influence of advanced technology and globalization is significant that affects human beings. Here discussion is about the effectiveness of teamwork that leads towards success and is important for both professional and academic careers. Teamwork is a good practice that reflects the responsibilities of all individuals for the achievement of the same objectives. Teamwork can be improved by considering the following three elements like effective leadership, trust, and communication (Lacerenza & Christina, 2018). Teamwork is beneficial for business because it develops the platform for employees to share knowledge and information to achieve the set goals. In these chances of loss and error are reduced because the most appropriate and effective opinions are considered. Simultaneously, teamwork is essential for students that enable them to learn and gain maximum knowledge to improve their skills for their professional careers. In this report, the effectiveness of teamwork is discussed, the effectiveness of teamwork, barriers, and the way to improve cohesive teamwork by using different theories and models that enhance the effectiveness of teamwork.

Discussion

Develop an effective team

Group work is assigned to the students is considered as an effective teaching strategy and it is stated in different researches that working together as a team or small group students can learn a lot and improve their skills like critical and analytical skills, improve their behavior, share expertise with others and motivation is increased to achieve the task or assignment. It is analyzed that working in a small group does not always generate shared learning and thus there is a need to adopt comprehensive approaches to achieve shared learning for students such as defining the way to accomplish the learning and cooperative learning. However, cooperative learning requires individual accountability and peer interaction.

Other elements of cooperative learning include interpersonal skills and promotive interaction. However, students can develop an effective team with the assistance of instructors as to how it is important to work as a team. Group dynamics are important for a successful and palatable team and in this essential tools are established for the effectiveness of teamwork. Therefore, students must develop an effective team by considering the following aspects:

Establish trust and respect

It is necessary to nurture a team-oriented environment based on respect and trust that plays an important role in the success of effective teamwork. The startup of teamwork is like a ship that will face high uncertainty and the captain needs trust in his team that is an influential factor in the performance of a team. Trust performs a significant role that balanced the uncertainty and enables the team to work together in every situation. A high trust level means the high performance of the team without the leader. Therefore, students can develop trust among them and then work to achieve the set goals that will lead to success (Johnson & David, 2017).

Effective Communication

These days communication has wound up a fundamental and essential part of a business that exchange information and business objectives are achieved with effective communication skills. Effective communication develops a strong bond within the team when an idea is delivered effectively through effective communication tools. When the flow of communication is maintained among all team members then the effectiveness of teamwork is increased that enhancing the learning and skills of students.

Establish space for learning

Effective teamwork is achieved when all individuals are learned from the knowledge and experience of other individuals that are different and unique. When an individual is learned a lot then chances of opportunities are high to grow and establish in professional life. In teamwork, individuals learn from mistakes, take a risk and analyze the situation by considering the factors that can reduce the risk and enhance the productivity of teamwork.

Develop Healthy conflict

Working as a team, chances of conflict may be high because different people have different opinions and it is very difficult to understand the other's point of view. This practice is not good, irrespective of this conflict, students can develop a healthy conflict where everyone learns from the ideas and opinions of others rather than objecting. A healthy conflict enables individuals to learn and accept the opinion of others that enhance the efficiency of teamwork (Neill, et al., 2018).

The impact effective team working can have on team success

Teamwork is good for organizational success in different ways that are not apparent to the individual. A team become stronger and improve their capability to work together to meet the set objectives. Effective teamwork aims to reduce conflict, enhance employee performance and satisfaction that makes them happier at the workplace. The success of an organization is based

on effective teamwork and it is the way to motivate the employees. The success of an organization is based on effective teamwork because it motivates the employees to fulfill the targets with great performance. It is shown in a study that when individuals are treated as team members or partners then their motivation level is increased that directly influences the growth of the business (Soukup & Tayana, 2018).

Communication

Communication is an important building block to developing an effective team and thus it is imperative to create essential communication skills that enhance the productivity and growth of a business. When the flow of communication is maintained within the teamwork then every individual is updated and can perform accordingly. Similarly, students must improve their communication skills when working as a team because it influences the performance of students as complete the task within a given time with efficiency. In this regard, students must need to adopt regular and open means of communication to ensure the interaction of all members. Hence, weekly meetings must be established to analyze the performance of each individual and offer feedback based on the achievements. So, some skills are needed to be considered for effective teamwork. These skills are described in the following:

Openness

Team members need to get to know each other and open up to realize that all individuals have diverse backgrounds and different opinions. It has a significant influence on the performance as all are open to new ideas and prepare for different opinions.

Trust

Trust must be developed among team members so that a flexible and comfortable environment is created while sharing ideas. Team members must keep honest and respectful while approaching each other. By developing trust, the effectiveness of teamwork is improved and all individuals can gain the set targets.

Group dynamics

Strong team members know the objectives both long and short-term and put effort to achieve these goals. Effective teamwork is beneficial because it gathers all individuals under the same umbrella and enables them to fulfill their responsibilities. It develops the team dynamic with strong enthusiasm for the effective achievement of business objectives. Working as a team, not only achieves the business objectives but improves the skills and knowledge individually that will be effective in the future (Naveenan, et al., 2018).

Barriers to effective teamwork

Teamwork is a good approach for an organization and students as well that enhances productivity and enables individuals to learn and improve their skills. Teams are developed to ease the workload pressure and achieve the set targets within the given time. A successful business always preferred to adopt teamwork because it is more productive than individual performance. Irrespective of the effectiveness of teamwork, some barriers have existed that reduce the effectiveness of teamwork and business growth. Some barriers are discussed in the following:

Individuals Shirking Duties

Team members share their responsibilities to generate the expected outcomes but in some cases, few individuals put more effort into those who do not realize their responsibilities. This practice develops a negative impact on teamwork and its effectiveness. Another reason for the failure of teamwork is that the lack of clear norms and accountability for individuals to contribute to the team.

Lack of trust

Collaboration in teamwork develops confidence and comfortability to share their ideas for the achievement of set goals. When there is a lack of trust then individuals do not feel comfortable while sharing their ideas that lead to misunderstanding and miscommunication. Hence, it affects the effectiveness of teamwork and reduces productivity (Dahlke, et al., 2018).

Poor communication

It also affects team building because complicated hierarchy and ineffective communication generate the worst outcome. Abstract ideas and unorganized thoughts are the factors that create confusion and decrease the productivity of the teamwork.

Lack of punctuality and discipline

Another barrier that hinders the productivity of teamwork is a lack of punctuality and discipline because it seems unprofessional when an individual is not disciplined. It is necessary to be punctual and disciplined while working as a team because it maintains the decorum of the workplace.

Create a cohesive and effective team

Successful businesses have adopted teamwork and the reason behind this is to improve the skills of individuals and the growth of the business. In this regard, building a high-performance team is an effective approach because all members unite under the same umbrella and are motivated by

the employers (Land & Susan, 2019). However, some steps are involved to build and maintain a cohesive and strong team. It includes the following:

Identify the purpose

It is necessary to have a clear purpose of a team that generates the expected outcomes. In this, the purpose of each individual in a team, inspiring the vision and supports the guidance when they make decisions and face challenges.

Assemble the team

Team members are assembled when the target is to become a high-performance team in which the contribution of each individual is meaningful and motivated to do the best effort. All members must give respect and trust to each other to develop a flexible working environment. Members are selected based on their skills and capabilities that promote diversity and generate excellent outcomes.

Irrespective of this, some theoretical perspective has discussed that address the effectiveness of teamwork efficiently. In this regard, the concept of Belbin's team theory is discussed that defines three action-oriented, people-oriented, and cerebral roles efficiently (Driskell & Tripp, 2017). The team role is divided into the following categories:

Action-Oriented Roles

It includes the

Shaper

These kinds of people are energetic enough to overcome the obstacles through their capabilities and skills.

Implementers

These are rigid and inflexible people that are disciplined, efficient, and capable to turn ideas into plans.

Completers

A degree of urgency is maintained under this category that ensures the project will be completed on time.

People Oriented Roles

Cordinators

These people are innovative, mature, confident, and good delegators that can control the moves of a team.

Team-workers

This type of individual is shy and unable to make hard decisions. They have averted fragmentation and diplomacy.

Resource investigator

This type of person finds new opportunities and appreciates the new ideas but is lazy that can lose interest when there is no work pressure.

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Cerebral Roles

Plant Creative

These kinds of people are focused on the big picture and avoid all unnecessary matters. They have problem-solving skills and are knowledgeable.

Monitor evaluator

Important detail and information are not ignored by these people because they are cold and hardheaded.

Specialists

Dedicated and professional people are included in this category that does not consider the big picture.

From the above theory, it is stated that the balance of a team is disturbed if all members are given the same tasks, and thus it is necessary to give the responsibilities based on the skills and capabilities. So that they can perform dedicatedly and enhance the productivity and effectiveness of teamwork.

Conclusion

It is concluded from the above study that teamwork is a significant approach that plays a vital role in the development and growth of the business. However, the scenario of students of University is discussed that can work as a team and obtain maximum benefits for their future. The importance of teamwork in professional life is necessary because all individuals are gathered to achieve the same objectives but the efficiency of achievement is increased due to diverse

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individuals as a team. The theory of Belbin is used to guide people on how to achieve productivity and effectiveness while working as a team. Nine roles of the team are discussed that provide direction to achieve the maximum from the teamwork and improve the skills for future growth and development.

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