

E - B O O K

How to Handle an Under- Performing Team?

Hone the Leadership Skills | Causes, Strategies,
and Suggestions.

Published By

Vitel Global Communications



Welcome

Dear Readers,

We are glad that you are supporting us constantly by reading our E-Books and the latest releases in our resources section.

We take this moment to thank you all and also welcome you all to the knowledge section where we together improvise ourselves in various areas.



Best regards,



Team - Vitel Global Communications




Leadership isn't a job where it promotes commanding as a centric task.

Many leaders worry about those things which are not able to be addressed with their team.

Challenges for leadership are many, today in this E-Book, we are going to study the issue associated with team handling and how leaders are applying their expertise by bringing their talent into action.

Any organization has tough situations while dealing with the internal team. If the team is meeting all the expectations of the management, then there will be a flow of appreciation, if the team is underperforming, then arises the major issue.



Everyone will be looking at the team leader and pointing out the queries which assist them in defending themselves.

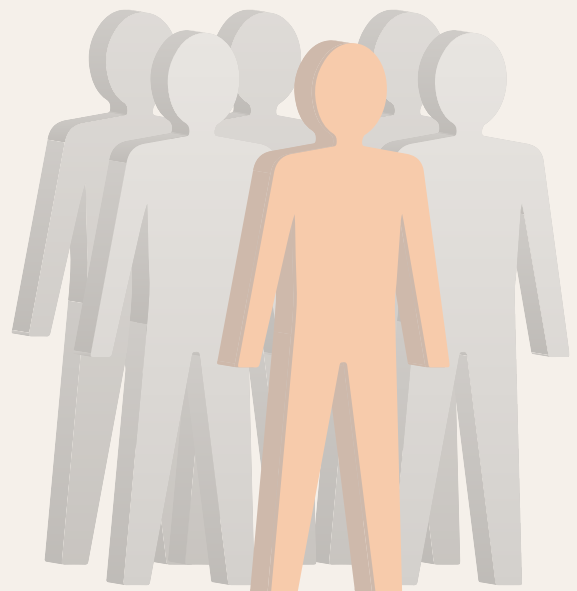
If there is any issue that must be resolved, that will be the responsibility of a team leader.

While conveying the entire matter, team members will have their backup plan already in their minds.

To safeguard their dignity and reputation, they are ready to push the negative things onto the shoulders of their teammates.

The leader must be aware of such a situation and must make the team understandable in a proper manner.

We will be looking at the consequences of underperformance among the team, causes, and resolutions.





CONSEQUENCES

If a team is identified as an underperforming one, the first answerable individual will be the team leader.

The management will be pressuring the leader for better solutions in a possible way that will enhance the overall work quality and by eliminating the issues within the team. Below mentioned are a few consequences which are common among the teams.

Decreased Productivity:

Due to the conflict, the overall productivity of the workplace is said to be impacted. It will be decreased since the team members are no more in sync.

Regular complaints from the team members will be flooded on the desk of the leader.

Due to this, decreased productivity is noticed everywhere.





Reduced Efficiency:

Overall work efficiency will be reduced due to misunderstandings among the team.

Reluctant to Collaborate:

Collaboration plays a crucial role while chasing deadlines and finishing off tasks.

But, when the employees are struggling with issues, the collaboration is not going to work out.


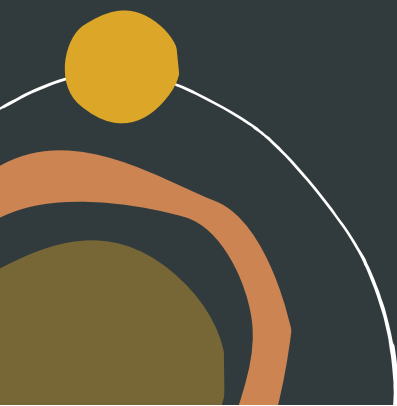
CAUSES

Company Culture: The company's culture is going to impact the performance of the employees.

If the company fails to maintain the guidelines set up by them, then there will be indifferences among the employees.

Imposing Stress: Stress will be induced on the employees based on the requirements of the organization, but employees are always willing to work.

Working in a stressful environment will impact the overall performance of an individual.





No or Less Scope for Training and Development Opportunities:

Based on the skill set of an employee, providing training in that relevant field will increase the performance of the employee and contributes to the progress of the company.

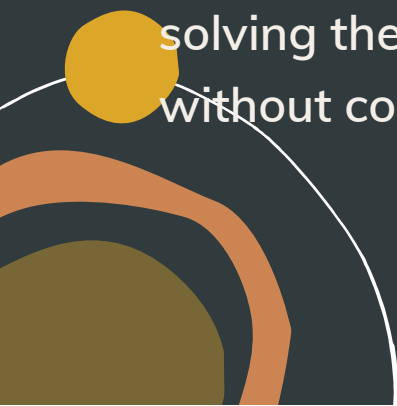

Overcoming the Issues


Acknowledging that there is an issue:

Identifying the problems is the major part of problem-solving. Before we go with finding the solution, identifying it and accepting that there is a problem solves the issue by 50%.

Most companies fail here, they do not want to damage their reputation and for that, they will be coming up with various attempts to either avoid the issue or completely make it unnoticed and unaddressed.

Problem-solving nature is an art, and people who will hone it will be the ones who will be taking part in solving the issues which take place at the workplace without contacting the parties.





The affected ones will be able to address the issue and handle it carefully.

Checking with the Employees and Noticing their Issues:

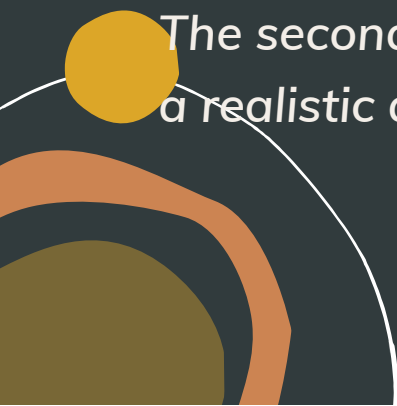
There will be numerous issues among the teams. Hence, knowing them in advance will assist the management to understand the employees in a much better way and prevent future conflicts.

Managing the Employee's Expectations:

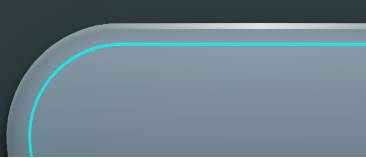
Any individual will expect to meet in their lives. It may be related to professional progress or a personal initiative to take for the self-improvement process.


It is a much harder task to meet the employees' expectations because there are always two types of people when coming to expectations.

The first category of people is always with expectations that cannot be met in reality, their vision and progress are not in sync.



The second category of people is with expectations with a realistic approach.






they will have their vision with a crystal-clear pre-plan. The management of a particular organization will assist their employees to find the right source of choice and encourages them to participate in various personality development programs to boost their productivity. In all these processes, managers and team leaders plays a vital role in managing their team and the individuals.

Recognition and Appreciation:

Employees feel valued and motivated when their work is recognized and appreciated in a good manner. Monthly appreciation through best employee awards and pushing the limits of the employees through assigning tasks.

On-site Mentorship:

Providing on-site mentorship for the employees who are struggling while keeping up to date with the running technology and are unable to process the tasks.





End Note

There will be many things that need to be considered while dealing with problem-solving issues.

Certain things need to be focused on handling an underperforming team.

Once the team is categorized as an underperforming one, the leaders should have the action plan ready with them with various strategies applied to them.

Each strategy must build in such a way that it will positively impact the targeted employee and boost the overall performance.

We will be discussing such topics in our future releases as well to give you an in-depth knowledge of handling such teams directly from the industry experts.

