Understanding Work teams

Definitions

A team is a work group that must rely on collaboration if each member is to experience the optimum success and achievement.

"A team is a small number of people with complementary skills .who are committed to a common purpose, performance goals, and approach for which they are mutually accountable".

Team leaders place considerable emphasis on team building and then evaluate their own performance on the basis.

Role of Team Leader

- ➢ Give feedback & resolve conflict
- ➢ Help to keep team focused on the mission despite personality conflict, work style difference and blockages by interpersonal conflict
- ➢ Build trust and inspire teamwork
- ➢ Coach team members and group members toward higher levels of performance
- ➢ Facilitate and support the team decisions
- ➢ Expand the teams capabilities
- ➢ Create a team identity Anticipate & influence change
- ➢ Inspire the team toward higher levels of performance
- ➢ Enable & empower group members to accomplish their work
- ➢ Encourage team members to eliminate low-value work.

Types of Teams

1. Process Team
2. Self Managed Team
3. Cross Departmental Team Or Cross Functional Team
4. Quality Improvement Teams Or Quality Circles
5. Virtual Team

Process team: When organization do not have departmental affiliation but function immediately to undertake broad organization level process improvement.

Self Managed Team: It is a formal mature group of employees who work without supervisory personnel and responsible for a complete work package It is process team of employees. These are capable of producing result. They select their own team and evaluate performance It require a total change in organizational structure.

Cross Departmental Or Functional Team: Cross functional team are basically to study, analyze, and offer solution that they are required to implement. Here it cannot divert the responsibility on others. It manages social collaboration and concept creation. It is a small group of interdependent employees from various functional areas of organization. It is formed to handle a specific problem such team becomes essential when the organization.

- o Struggle with a problem that impacts many section of the organization
- o Need to improve the operation or system of process, demanding close coordination from more than one section or department.
- o Reveals that multi skilled person cannot take up the work
- o It require simultaneous application of multifarious skills, expertise, and judgment of person from different section (crossing the boundaries) to accomplish the goal.

Problem solving team: It is also called quality improvement team or quality circle or simply works team. It consists of eight to ten members from a common work area. It has a clear and specific focus on process improvement within a single work unit. Organization can establish such team without making major organizational change.

Virtual team: A virtual team allows the member to meet without concern for space or time and enables organization to link the workforce together which could not have been done in past. This type of team members are advance in technology, achieve business goal, solve day to day problem, provide feedback, keep all member aware, share success, encourage achievement and so forth. Geographic dispersion never appears as a roadblock.