

Hitesh_Khullar_M3_Assignment

1.Considering the challenges in team dynamics at ElevateTech, how would you strategically form sub-teams within the larger project team to enhance collaboration and minimise tension among team members with diverse backgrounds and experiences?

Answer:-Forming Sub-teams to Enhance Collaboration

To address team dynamics at ElevateTech, I would strategically form sub-teams that blend both experienced and newer members. This will foster mentorship, where seasoned professionals guide newcomers, helping them acclimate to the company's culture. I would consider diverse skills when assigning team members to ensure that each sub-team has a balance of technical expertise, creativity, and problem-solving capabilities. Regular team-building activities and cross-functional collaboration would also be vital in reducing tension and improving interpersonal relationships. Clear communication channels within sub-teams, paired with role clarification, would help minimize confusion and enhance the overall collaborative environment.

2. In light of ElevateTech's struggles in fostering a culture of innovation, propose specific initiatives that the company can introduce to encourage calculated risk-taking and experimentation.

Answer:-Fostering a Culture of Innovation

To encourage calculated risk-taking and experimentation at ElevateTech, I would implement several initiatives. First, establish an "Innovation Lab" where employees can pitch bold ideas and experiment with prototypes in a low-risk environment. Offer rewards and recognition for teams who demonstrate creativity and take well-considered risks. Regular hackathons or "innovation days" can also be organized to challenge employees to think outside the box. Additionally, leadership should set an example by celebrating both successes and failures as learning opportunities, making it clear that innovation is valued, even when it doesn't always lead to immediate success.

3. Given the need for continuous learning and growth, what talent development strategies would you recommend for ElevateTech to simultaneously address the challenges associated with team expansion and promote a sense of belonging among its diverse workforce

Answer:-Talent Development Strategies

To support ElevateTech's team expansion and promote a sense of belonging, I recommend implementing structured mentorship programs. Pairing experienced team members with newer recruits can provide guidance and reduce integration challenges. Offering personalized development plans based on each team member's strengths and aspirations would encourage growth. Creating opportunities for continuous learning through workshops, certifications, or e-learning platforms can foster skill enhancement. Additionally, regular feedback sessions and social events can cultivate a sense of community, reinforcing the company's commitment to employee development and well-being while embracing the diversity of its workforce.



Edit with WPS Office