Effective Teams

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With building an effective team is a lot to consider, because an effective team is a team that is united, and is also committed putting their minds together to meet their goals and overall have success. First there has to be a purpose to why the team is being made, because without a purpose there wouldn’t be a goal to achieve. Then you have to determine the goals for the team. Also, while determining goals the team needs to set expectations Making sure, they are manageable, and making sure that they are completed within the deadline, and they follow the guidelines and everyone on the team takes responsibility. Everyone in the team has to do their part, and support the team. As the leader they need to view and monitor the team and making sure they are performing the way they should, and hat progress is being made. Taking these things into consideration is a big part of making an effective team.

While building an effective team it is important to build trust and respect with the people in the team. You must build trust and respect to really connect as a team, so that the goal and task can be meet productively. A lead also needs to trust their team to get things done and the members of the team will show them that they can be trusted with showing integrity in their work. A team also needs to communicate. Communicating helps determine decisions and planning while trying to achieve the team’s overall goal. Communicating can also increase the team’s efficiency and productivity, by following instructions and details given to them. Overall communication boosts the team’s moral. Another way to build an efficient team is providing feedback. Feedback is very important, because it helps with goals in the future, and also lets the team what they did well on, and also in some areas what needs to be improved. Feedback “focuses on developing a better company culture”. ("7 Right Steps to Build an Effective Team", 2022) Feedback helps learn what to do and what not to do.

To be an effective team leader you must be listen to your team. Listening is a great way to stay in tune with your team and it is also important so that you know what is going on. Listening means being “proactive, strategic, and intuitive listening” ("The 12 traits of effective team leaders | Michael Page", 2022). With listening you can communicate effectively with your team. “Never interject or interrupt, maintain eye contact” ("The 12 traits of effective team leaders | Michael Page", 2022) There are ways you can become a great listener. Acting with integrity is another important trait a leader needs to be an effective team leader. That’s deals with making good decisions, and behaving appropriate about situations. Having integrity also means being open and keeping promises they make their team, and also being loyal and having respect for others and themselves. Another good trait to have been being motivating tot eh team. Driving the team with passion and inspiration helps them become more determine to get the job done. It also makes the team members feel valuable, and acknowledging their efforts and the difference they make. Doing that can give them the drive to meet their goals and overcome challenges. Embracing failure is also a good trait. Even though you don’t want to fail it may be bound to happen. Robert Kiyasaki said “Winners are not afraid of losing. But losers are. Failure is part of the process of success. People who avoid failure also avoid success.” ("The 12 traits of effective team leaders | Michael Page", 2022). Embracing failure is okay, because it helps improve your decisions in the future and help you grow.

One way an organization ensure that team leader is an effective team leader, is looking at the leader’s self-awareness. Seeing what the leader is aware of, and what they understand about their leadership roles. A leader can show awareness by understanding what is happening around them. The organization may also look at their influence in the company, by their emotion and intelligence they share with other workers and how they change the environment around them. Leaders can do this by improving the moral of the workers under them, by being understanding, and showing respect for the workers. Another trait organizations may look for is their ability to learn. Always being open for change and learning new ways to run their environment to improve productivity, whether it is through practice or experience.

In conclusion having an effective team starts with the leader. The way the leader runs the team effects the out of the whole production. The leader must communicate clearly, have trust, and respect, and also give feedback. An effective leader must have those traits to run an effective team, but it isn’t all up to the leader. The team also needs to be united as one to determine steps they need to take to set goals and complete their assignments. To meet deadlines and goals everyone on the team must do their part, and have integrity to get the job done. To be an effective team, the members of the team must hold responsibility for their actions.

References

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