**Project Experience in working with a high performing team:**

In my career, I have participated in several project teams, but one cross-functional team I was a part of for a software development project sticks out as a high-performing team. The members of this team, which included developers, designers, testing team, team lead and business analysts, all had different skill sets and contributed equally to producing a high-quality product. The team made sure that the project outline is clear to everyone in the team and the project scope is defined and well planned for execution of the project in small cycles.

The fact that there was such a strong sense of shared responsibility and accountability among team members was one of the factors contributing to this team's outstanding performance. Everyone took their work seriously and understood their roles and responsibilities thoroughly, which helped to keep the project on track and move forward without any problems. The team also had a strong feeling of cohesion and trust, which allowed for honest and open communication as well as a willingness to work together and solve problems. There was clear communication within the team and with other teams which made the project flow as smoothly as possible.

A team's performance can be influenced by a variety of elements, such as strong team dynamics, clear goals and objectives, adequate resources, and good leadership. It takes great leadership and effective communication to increase a team's performance. For the team, leaders should be able to define a clear vision and strategy, set attainable goals and objectives, and give the necessary assistance and resources to help the team reach those goals. They focus on results and have a clear purpose, defined roles and responsibilities, and open communication.

However, despite being a high performing team, a conflict did arise during the work. The project's timeline was delayed, and the other team members felt more pressure since one of the developers frequently missed deadlines. The team head planned a one-on-one meeting with the developer to resolve the conflict, identify any difficulties he was encountering, and come up with a strategy for the future. The developer was assisted in staying on track and meeting deadlines by the team lead, who also provided resources and assistance. As working in a team can be exhausting when one keeps missing deadlines, it also helps in bringing the teamwork into play and helping each other during a time crunch. After working as a team we were able to finish the work in time despite the conflicts and time crunch.

Any team will always experience conflicts, and how those conflicts are handled can have a big impact on how well the team works together. Identifying the underlying issues and working cooperatively to find a solution that satisfies everyone's needs is a popular strategy for handling conflicts. Active listening, empathy, and a willingness to compromise are necessary for this strategy. When a disagreement emerges, it's crucial to resolve it quickly and openly. Team leaders should create a comfortable environment for team members to voice their worries and then actively listen to them in order to comprehend the problems. Then, they ought to collaborate with the group to identify a compromise. In a project with tight deadlines, it is inevitable that there are some conflicts in some situations and how they are managed well by the project manager and the team, or the team lead describes the quality of performance of the team. It also helps them improve over time learning from past experiences and be a better team for the next work.

In reflection, I think that this conflict could have been handled more skillfully if the problem had been addressed sooner and the developer had received more organized support. He might have been better off with more guidance or training to fulfill his deadlines. However, the disagreement may have been avoided entirely by incorporating the team in the resolving approach and establishing expectations for deadlines and accountability. In project management it is always a best practice to set new guidelines from the previous learning outcomes from difficult situations which will reduce the chances of conflicts in future action items.

Overall, the experience gained from working in a high performing team is immense than working individually. I have learned many things while working on my project and improved personally and professionally with all the setbacks and success of the projects that I have worked. Working in a team I have understood the strong sense of ownership, accountability, and trust among the team members. Effective communication, the way conflicts are resolved and how they are managed, and collaboration are the main factors that build team performance and maintain the quality of work within the timelines.