

Course : Software Engineering

Instructor: 黃慶育

Student name: Tuguldur Tserenbaljir

Assignment: Homework 3

Student ID: 109006271

Reflection Report

Article Summary:

The article "Understanding Your Team" cover the depth of team management and the variation of personal traits within the team. It stresses the incontestable fact which is the reality of a successful team not just being purely on the abilities of individual players but instead on the collaborative effort of the whole members. The article categorizes team members into four types: The types of employees involved in the team, namely: Pioneers, Creatives, Practicals, and Mediocre, these people, each unique in their own way, and therefore, they all contribute in their respective ways to the team's dynamics.

The diversity management and motivation aims is its central theme. For line managerial level employees, the approach will be to permeate the organizational culture with a sense of opportunities, purpose and reward. In the case of creative individuals, such as artists, musicians and others, the management should assure the sharing of information as well as acknowledgement of their needs to foster their loyalty and unity with others in order to boost their efficiency. Reliability, owing to their adherence to the employer's rules and regulations (work ethic), has a lot to offer practical employees. The efforts should be in addition to developing their creativity and their impetus.

The article further states the necessity of an operational plan with a consolidated vision and goals for the team as a means to keep track with the assigned activities. It underscores the role of the leader to who manage with empathy, aiming for a positive and motivational environment, and the process of making sure every team member is provided with a challenging yet engrossing task.

Personal Reflection:

Reading this article gave me a wholesome view of managing a team that involves intricate parts. My favorite character in this film, without a doubt, was Bobby Hill. And most importantly, Bobby showed that every individual is precious and is capable to contribute within a given team. The team strength theory that beyond adding up all the individuals' components the panel is able

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to uniquely bring all of them together on one page and work in unison towards a common goal is a notable statement on what makes a good team leader.

The some of the strategies presented in the aim of handling different types of employees were eye opening. Thus, if anything, they showing the fact that leaders need to be capable of quick changes in behavior and thinking and understand people as individuals with personal goals and needs. It goes beyond simply making production better but also contributes positively to the work culture by promoting a more open and inclusive environment.

Practical Application:

The theories mentioned are proven to be especially useful in managing teams and leadership, according to many authors. For example, avoidance of committing a team to a common goal and vision is one of the defects that Lencioni mentions in his book “The Five Team Dysfunctions,” Also, the impact of managing teams with a strong leader will be highlighted in Harvard Business Review articles, as it is key there.

The conceptions of these practice are not only useful but also applicable in the real world and the successful management practices of such global giants as Google or Apple where the complexities of team dynamics become crucial to the organization`s further innovation and performance. These joint ventures prioritize a cultural value of mutual respect, professionalism and habit us to learn by doing, which note down the article`s advice.

Conclusion:

"Understanding Your Team" gives priceless insight on how to deal with the complexity and the joy of managing teams efficiently. It offers a conceptual basis for studying team interaction as well as a collection of practices that teams can execute in order to improve their output and unity. The reflection on the mentioned article puts emphasis on its practical usefulness and academic applicability, setting a wheels in motion to generate more approaches which will serve as the blueprint for leaders in diverse organizational settings.