

COURSE: BBA/BCA

Sub: OB

Title: Team Building / Nature / characteristics.

→ Team building has four characteristics of a good team. The characteristics of a good team are a commitment to a common purpose, performance goals, complementary skills and an approach for which they hold themselves mutually accountable.

① A manager/leader with good leadership skills will help define the common purpose for a team. The purpose may well be set by the nature of the work being completed or the leader may set a higher level goal such as 'zero defects on work completed' No matter, which direction you take, the team must have a common purpose or direction so they know how they individually fit onto the whole.

② The second attribute of the characteristics of a good team is setting performance goals. The performance goals should support and align with the purpose or plan you have created and communicated to your team. Establishing the goals are important because this gives direction to the team. Organization objectives are high level and your team goal may be first to market, Zero defect, units produced, sales goals, etc. Employees never feel they directly control the organization level goals, because they do not, so it is your job to give your employees a target they control and that they feel ownership in hitting.

②

→ The third attribute of the characteristics of a good team is complementary skills. The good team members should have similar skill sets, that fall into three functional buckets:

Technical or functional expertise.

Problem solving or decision-making skills

Interpersonal skills.

The effective manager will work to develop these skills in themselves and, while team building, will enhance these skills in their team members.

④ The final attribute of the characteristics of a good team is mutual accountability. Successful implementation of the first three characteristics of a good team, creating a purpose, setting performance goals, and aligning skills, when successfully implemented will weave mutual accountability into the culture of the team. In addition, through team building activities and performance coaching, the manager can enhance accountability at the individual and team level. This will come by setting expectations, giving responsibility, and providing feedback. Establishing this team dynamic will reap great rewards, not only in performance, but you will visibly see a difference in the morale of your team.

③ Nature of Team

→ A definition of a team may assume that that team is working towards a common goal.

The difference b/w a group and a team is that members of a team is that members of a team share a common goal they are pursuing collaboratively. Moreover, they can only succeed or fail as a whole, and the members of that team share the benefits and costs of success or failure.

→ IMPORTANCE OF TEAMWORK

Teamwork has been linked to economic advantages, higher output, lower absenteeism and increased employee satisfaction. It has also been shown to lead to less stressful work, reduced alienation and improved working relationships.

→ EFFECTIVE TEAM WORKING

Several models of Team working have been developed however Tuckman's model of Group development is one of the most widely used.

Tuckman (1965) model depicts four stages of group development, which represents a logical sequence of stages of group development of which every team must go through in order to work as a cohesive and effective team.

The first stage is forming. forming is about orientation, socialisation and developing relationships.

The 2nd stage is storming this is about confrontation

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In focus

• An anti-malarial drug, hydroxychloroquine, and an interferon blocker, and works by diminishing the immune system's response to a viral infection. A hyperactive response by the immune system is said to be primarily responsible for pneumonia, also a fallout of a severe COVID-19 infection

• A study in France showed that hydroxychloroquine alone or in combination with azithromycin appeared to reduce viral levels quicker prompting drug regulators in several countries including India to approve the drug in restricted settings

• However, several scientists fault the design of these trials

U.S., Brazil and other countries have already placed advance orders.

"I spoke to [PM Modi] yesterday, a good talk. I was surprised (if India refused to supply HCQ) cause India does very well by the U.S. For many years they have been taking advantage of the United States on trade... I spoke to and said, we appreciate allowing the supply to

and conflict and the struggle for power and influence. At this stage the "group structure shifts towards hostility and conflict, as members express their individuality and resistance."

The IIIrd stage is norming, in this stage group develops a cohesive approach, whereby harmonious relations replace conflict and disagreement. During this stage, communication becomes more open and people are more comfortable with expressing their opinions, even if it is different to others without fear of repercussions or thoughts of deviant behaviour.

Performing is the final stage of group development, in which teams are finally able to work as a cohesive unit. This is about team collaboration & the focus is on getting the task at hand completed & reaching the shared goals of the team.

The team which emerges as a result of these group development stages is a mature group, capable and willing to complete the tasks.