Creating high geared up synergy for organisation

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Abstract

The articles give the clear evidence that how the complexity of recent trends in the team works can be solved and make the team more effective. It focuses mainly on the potentiality of the team and how the team can think in creative way for the successful completion of the work. It also shows the how the team can enjoy the work environment and come up with best results. It also throws light how the team members can coordinate with each other which gives an impact on self leadership qualities.

Introduction

The word "Team" even though. The word is common and small as we use it in our daily life very casually. But the word itself has its own significance. From the construction site on the road side to the professional cricket squad, from the group political parties to the team of professionals in the multinational company work can be done only through unless there is a successful team. It can be improvised through different training programs and experiments. It can give an extant empherical evidence that strong team can improvise the work environment and also successfully meet up the challenges.

What is Team Work?

Team work means a group of members working together for achieving the common goal. It can be categorized in to two, Team work and task work. Teamwork shows how they are doing it with each other, whereas Task work shows what that team is doing. It shows the execution, core competencies with given domains, interactive, interdependent, behavioral process among the team members, with the regulating of team performance; Teamwork behavior includes preparation and execution of the task. The behavior of the team ensures that the team members are clear with their terms what is required for the team function effectively.

How the Team work can be trained?

Team workman be through various methods in order to target the regulation of team performance (preparation, execution and reflection). The interventions can be categorized in to four dimensions. The first dimension is training of classroom type session. The second dimension is interactive workshop style. The third dimension is simulation training which involves interpersonal communication and coordination. Fourth Dimension is team task coordination.

Secrets of great Teamwork

Today's team is having huge difference comparatively to the olden days. They are more diverse, dispersed, digital and dynamic. But at the same time the present world the team is facing hurdles their success still hinges on a core of set of fundamentals for a group of collaboration. The success depends on the secret carried out by the team members. The working style, personalities, attitudes, behavioral style etc.

Essentials for the Team work

When working with a crew over a long term goal it is quite essentials to have a system that ensure success compatibility and positive thinking in working environment. Several factors which are vital for the successful team work in the organization

a) **Established Roles**:- It is one of the important factor for the team building. It is basically carried through interview process. But it should be covered with the entire team together with clarification purposes.

b) **Communication:**-It should be open to all members especially the round table atmosphere and make each members communication open, regular emails, use of a list server or other methods should be employed to keep the information available and ready to the team members.

c) **Accountability**:- It somehow goes parallel with established roles and also be a part of the team, In certain aspects, the project might be unable to move forward. So this is to be recognized and rectified as early as possible.

d) **Mutual respect**:- When the roles are provided to carry out the work in the team, have the streamline of saving time, energy and money. In such environment, mutual respect fo freely and easily. Every members of the team is professional and they selected to contribute their ability for the overall success of the project

e) **Checkpoints: -** Another aspect of the productive team is checkpoint.   Here the things make to ensure the work is efficiently done. These checkpoints give the team to overcome the obstacles that may undermine the end result. The checkpoints should allow major mistakes to be missed.

Disadvantages of the Teamwork

Like other factors team work too has disadvantages. Sometimes team won't function on its highest capacities. There are some people who are designed to be team players and there is some team who wants to just along. It may because of problematic scenario in the work plays team concept. There are some people who are selfish and trying to shine on their own. There are miscommunication in the team and also getting the complaints of not receiving the information and resources to do their jobs well.

Clashes and Conflicts

Basically if you do your job as a leader, your team will be developed and having a strong communication skills and trust in your fellow team members make things get done properly. This is the basic scenario. When the conflict arises it reduces productivity of the team. Members will be more focused on who is right and who is wrong. It adds stress to the entire team which can take the productivity chart downwards.

The Lazy Team Members

This factor gives the force to the factor that one team might went to leave of the success of the entire team. According to the employee scenario it is difficult to specify the contribution of the team members for carrying out the project. If one member feels that he can get away with the least amount of contribution he could free load of the team.

Workload may be unevenly distributed

Some employees may simply not carry their weight in the group, forcing other team members to pick up the slag and also blame them for running behind the schedule. It is the duty of the management to review the performance periodically and also workload carried by the team members.

Conclusion

For any organization, team work plays a vital role. It is important from the management side to monitor the work from above and also the work transformation. Constant monitoring of the team makes the work move on and not get stagnate. Team work is not a finite project but a process of continuous improvement and innovation. To achieve the high level performance the team requires changes and challenges.