Discussion 1: Case Study

 [Name of the Writer]

[Name of the Institution]

**Discussion 1: Case Study**

**Starbucks and Metropolitan College**

 There is no doubt in the fact that Starbucks is all about teamwork and the employees who work there understand the team-based culture very well. The main idea of the company has always been to achieve team performance targets. When it comes to the management that is present behind the counter, they, evaluate each other and give trusted feedback during the time of evaluation. It is the culture of teamwork that is helping the company elevate its performance management system (Salas, Shuffler, Thayer, Bedwell & Lazzara, 2015). The employees at Starbucks work in a manner that they help each other succeed and perform better. As for the Metropolitan College, Julia and Kelly were given a project by Mark Monard who is the director of the Alumni center to computerize the alumni system. When Julia and Kelly were given the project they immediately contacted Mark and started working on it, but as the case study states, they struggled quite a bit.

 On a closer read of the case study, one can tell that both Julia and Kelly are almost doing the same tasks but separately, which is wasting their time and they are constantly failing during the process. There comes a point that Julia's car runs down on the same day they have to give the final presentation (Lacerenza, Marlow, Tannenbaum, & Salas, 2018). This shows that the lack of teamwork and coordination made them exert twice as needed and even caused them issues. If they followed the simple strategy of Starbucks and worked on helping each other succeed, they would have both succeeded. The college should have assigned the project to them as a team, by doing so Kelly and Julia could have distributed the work and learned from their experiences. All companies can benefit by hindering the culture of working together instead of competing for maximum productivity (Fay, Shipton, West & Patterson, 2015). In every organization, the employees who are working in a team should be encouraged by the Human Resource Department to sit together and plan, which can lead to creative disruption. As they say, two heads are better than one.

**References**

Salas, E., Shuffler, M. L., Thayer, A. L., Bedwell, W. L., & Lazzara, E. H. (2015). Understanding and improving teamwork in organizations: A scientifically based practical guide. *Human Resource Management*, *54*(4), 599-622.

Lacerenza, C. N., Marlow, S. L., Tannenbaum, S. I., & Salas, E. (2018). Team development interventions: Evidence-based approaches for improving teamwork. *American Psychologist*, *73*(4), 517.

Fay, D., Shipton, H., West, M. A., & Patterson, M. (2015). Teamwork and organizational innovation: The moderating role of the HRM context. *Creativity and Innovation Management*, *24*(2), 261-277.