Building Effective Teams

[Name of the Writer]

[Name of the Institution]

Building Effective Teams

Team building is an important aspect of every organization and the success of every organization depends heavily on the performances of its teams. However, the act of team building requires very careful decision making and strategy development in order to get the best out of these teams. An HR manager should have a sound knowledge of team building and team development skills in order to make the right kind and size of the teams which could prove to be beneficial for the organization in a longer term.

One of the essentials of team building or team management is to recognize the individual capabilities of each and every member and then assigning them to the right team so that their qualities can be utilized in the best possible manner. So, if I am the manager of a team that is working on a new project, I will make sure that every member of my team has got the right skills and capabilities according to the nature of the job.

One of another very important responsibilities of a team leader is to make sure that every team member understands the goals of the team and the overall project. A team leader should make sure that every member of his or her team understands their roles and responsibilities inside the team. As a team leader, I will make sure that every member of my team has a clear understanding of what exactly is required out of him or her and how they can they perform extraordinarily in the team. It is also the responsibility of a team leader to ensure a process of clear and transparent communication within the team. The clearer the communication process more clearly will be the understanding of the team members of their duties and tasks.

**References**

Aga, D. A., Noorderhaven, N., & Vallejo, B. (2016). Transformational leadership and project success: The mediating role of team-building. *International Journal of Project Management*, *34*(5), 806-818.

Hurlburt, M., Aarons, G. A., Fettes, D., Willging, C., Gunderson, L., & Chaffin, M. J. (2014). Interagency collaborative team model for capacity building to scale-up evidence-based practice. *Children and Youth Services Review*, *39*, 160-168.

Miller, B. (2015). *Quick team-building activities for busy managers: 50 exercises that get results in just 15 minutes*. Amacom.