Your Name

Instructor Name

Course Number

Date

Team based Structures

In a team-based structure, the workforce of an organization is divided into teams and each team performs specific set of tasks. This kind of structure does not have rigid hierarchy instead members have freedom to make decisions for their teams.

**Advantages**

Team based structure is adopted by many organizations as it helps build a healthy and comfortable environment for workers, and co-workers understand capabilities and deficiencies. Because of which they can manage tasks efficiently and plan for future even better. It creates an atmosphere of cooperation and unity. This also helps them resolve problems at hand fast. Team based structures utilize talents of a member to fullest and encourages them to work confidently. They have more control over situations and can make suitable decisions without administration approval. With lesser management, every member feels confident to present ideas and contribute to organization with sense of ownership. In addition to this, a self-reliant team doesn’t not face interference from other teams.

**Disadvantages**

Where team-based structures have so many benefits, there are some disadvantages too. Firstly, some workers tend to work better independently and lack teamwork skills. So, instead of helping them grow it effects their performance negatively. Secondly, this type of structure may induce procrastination in some workers. They may start to depend on co-workers more and doubt their own abilities. Moreover, in some cases poor management and inadequate communication can lead to rise of conflict within team. Disturbance caused due to conflict affects the performance of whole team. This shows that need for proper management is even more needed.

**Steps to make team effective**

 To make team effective, a comfortable and secure environment must be provided to workers. They should have part in decision making so they will feel equally responsible for the team. Initiatives should be taken to improve communication between members of a team. Ground rules must be set to avoid disputes. Feedback and suggestions from teams must be recorded and considered.