Effective teaming

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When people work to attain the common goals teams are formed. Teams can promote problem-solving and have positive synergy and are the source of people motivation to obtain a certain goal. People learn from each other and their feelings of belongingness to increase their efficiency. However, not all teams are efficient and result in synergy. Different barriers are present that need to overcome to become an effective team. This paper will discuss different strategies that can be used to overcome the barriers to effective teaming as well as the actions that would improve team performance.

Teams are formed to share the burden of responsibilities among different people. For example, in cross-functional teams, there are different members with different specializations. They are part of a team to assist in their area of specializations (Wheelan, 2014). However, not all members of teamwork equally. There must be clear communication of responsibilities to team members to increase the effectiveness of the team. It is also essential to assign roles and responsibilities to members according to their interest and specializations so they can perform well (Lorinkova & Perry, 2017).

Moreover, team members must understand the importance of working collectively. They must not give preference to their personal interests to team collective interests. In this way, they will achieve the purpose of team formation. In addition, effective communication is essential for effective teaming. Poor communication result in breakdowns that impede team progress. If members are not communicating effectively they will not understand team requirement and will not be able to attain the team purpose.

Similarly, teams are formed of members of different personalities. Team member’s attitude also matters a lot in its effectiveness. There are some team members who have dominating personalities. Their arrogant behavior affects teams and reduces their efficiency. When this result in disagreement then there are conflicts in teams. These must be managed timely when they arise. One way of this can be the equitable participation of team members as it will improve their effectiveness.

References

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