Title page

Communications

Rating team management program is important that involve evaluation of the activities and outcomes. To examine the performance of program it is crucial to consider how it impacted the employees. It reveals the practical role of program by directly engaging its beneficiaries. As leaders and managers are investigated in the survey for determining the significance of teamwork it is appropriate to record their responses based on their experiences. The program will be rated on two criteria; examining personal experiences of employees who had been part of the program and reviewing feedback of the managers.

Conducting surveys from employees is important for rating the program. This will help in understanding how the program actually helped them in improving their team skills. Employee feedback is critical for determining the areas of program’s weaknesses and strengths. This will also be used for identifying the practical implications of thee program. Employees are asked different questions such as; are you satisfied with the program? Their responses will be used for evaluating the practical role of program. It is important to present these responses on numeric formal. A five-point Likert scale is developed with the options of strongly agree, agree, neutral, disagree, strongly disagree. Responses to these options will be used for studying how program affected the level of employees engagement and helped them in building essential team skills.

It is critical to suggest another program if the current one fails. The purpose of the program is to help employees in building team spirit and developing competencies that will lead to enhanced productivity. Feedback is taken on the basis of specific objectives such as the effectiveness of the program and level of confidence developed by employees after attending it. Employees are asked if the programs were interactive and they had adequate opportunities of communicating with the trainer (Çelik, 2014). These factors reveals the program’s scope in terms of addressing the needs of the trainees. The question from employee also aims at determining did they felt better after attending the program. Their responses are rated according to the Likert scale.

Managers feedback is acquired for evaluating the performance of the programs. This will offer a practical method for rating the program and also help in identifying the areas of improvement. They are asked direct questions such as; did employees managed to overcome resistance against co-workers from different cultures? This is important for understanding how useful the plan was in removing cultural issues. Managers will respond to thee question by considering direct experiences. They will examine behavior of employees and record improvements. Change in behavior is used for determining the effectiveness of program (Çelik, 2014). Managers observations are recorded by determining how employees improved their team performance. Positive change is used for rating program as satisfactory. While no change indicates ineffectiveness of the program (McEwan, Ruissen, Eys, Zumbo, & Beauchamp, 2017). The rating thus relies on the feedbacks of managers because they have directly monitored the employees throughout the programs. Managers are also asked if they are satisfied with the program or not. This will reveal the actual role played by the program in building team skills among employees. The program will be rated by choosing a scale that will rank it as; highlight satisfactory, satisfactory, unsatisfactory. In case of unsatisfactory the program will be changed. While in satisfactory it will be reassessed for making changes. In case of highly satisfactory no changes are needed.

If program don’t work then appropriate strategy is to address the weaknesses of the program. Such as if the program is lacking 360 degrees feedback for evaluating performance of employees it will bee added in the next program. The factors that can make it difficult to attain program goals are; lack of coordination between trainer and trainees, failure of integrating effective communication strategies or tools, lack of motivation of trainees and inadequate involvement. These factors are most likely to make a program ineffective. In designing the next program it will be appropriate to address these issues (McEwan, Ruissen, Eys, Zumbo, & Beauchamp, 2017).

A new program will be designed that will focus on targeting employees individually. By integrating 360-degrees feedbacks the trained will engage employees in the program by understanding their responses. This is an efficient method of evaluating employees after considering their thoughts and problems that might undermine their participation (Tohidi, 2011). Another strategy adopted for enhancing the practicality of the program is by motivating employees. This can be done by giving rewards such as bonuses for the best performers. This would also require explaining employees the benefits of the program and helping them in understanding that it is linked to their career growth and professional development. Another method of motivating employees is by dividing teams and giving goals that are to be attained within deadlines.

The program will focus on improving coordination between trainer and trainees. The trainer will focus on the employees individually by addressing everyone. During instructions he will ask questions and respond to queries for removing uncertainties. He will assure from his end that every instruction is clear and employees are ready to work on the objectives. The trainer will encourage questioning without showing any negative emotion. Effective communication will be maintained throughout the program that will persuade the trainees. This is also a useful technique for involving employees in different activities.

References

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