Team Collaboration

Student’s Name

Institution

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Most organization in the digital error encourages teamwork. The targets of these organizations and the objectives require combined efforts to achieve. In addition, the rising levels of competition and the changes in business environment suits efforts contributed by group of employees and not just individuals (Tarricone, & Luca, 2002). Therefore, the top management has been in the forefront advocating for teamwork. With teamwork, there is fast decision making, effective solutions to problems, creation of synergy and promotes flatter and leaner structures.

In my organization, which is a service industry, offering audit and financial services, the top management spearheads group formation. We are put into clusters that have special functions to execute. The structure is clustered and each has three deputy managers, one manager, director and partners. Within the clusters, we are grouped according to industries. I am privileged to have joined a group that depicts the best performance in the organization.

Working as a team is the best thing people should consider due to the outcomes. The result of teamwork multiplies and not equivalent to individual’s effort. Synergy characterizes teamwork because of combined efforts (Tarricone, & Luca, 2002).. Considering group work institutes effectiveness and efficiency. I have worked with an amazing team and continuous appreciating contributions of teamwork.

The experience of combined efforts not only provides synergy but also encourages team spirit. Working in groups evidences shared responsibilities and solutions to problems. Success of teamwork lies with the team members. Various factors contribute to success and require close application. From personal experience, an effective team is a team that has good leadership. As a factor, leadership entails direction and control (Tarricone, & Luca, 2002). A team has members and within the members, there are leaders. The leader directs the team and leads the team while encouraging cooperation. Trust contributes to improve performance most team members show trust to their fellow mates and the leadership. Trust means that the members are ready to follow the decisions from the superior. In my team, it was evident that trust was the order of the day. Members trusted one another and could handle issues without relying on other factors. This alone built the foundation and contributed to increased performance. Performance evaluation is necessary in organizations that have targets and contain defined objectives. Most organizations aim at making profits and minimizing costs. Therefore, they encourage teamwork to achieve their goals (Tarricone, & Luca, 2002). The team have worked with has targets set by the top management. These goals need to be achieved and with teamwork, it is possible. Regarding performance, the organization is in a position to measure the performance of the team and decided of their contribution towards the organization. Performance evaluation depicts the effectiveness of teamwork.

Despite working in an effective team, there is a gap created that may make the organization to have a negative impact. However, good leadership will always capture problems on time and participate in providing solutions.

Decision-making is a tedious process that requires skills and combined efforts from the top management and the team members. Group decision-making is relevant since it encourages people’s participation. The degree of involvement is high since individuals contribute during the process. The members provide expert opinions. Views and opinions provided by the members receive great acceptability. There is availability of more information to assist in arriving at effective decisions. Furthermore, there is diversity of views from members. Besides the advantages mentioned, group decision-making has negative implications on the organization. The process of decision-making is time consuming since it requires all group individuals to participate. There is the problem of onus whereby no one accepts responsibility in the group. Decisions made are individual dominated since a few individuals may second such decisions. In addition, the decision making process is expensive and may lead to compromising decisions.

Reference

Tarricone, P., & Luca, J. (2002). Employees, teamwork and social interdependence–a formula for successful business?. *Team Performance Management: An International Journal*, *8*(3/4), 54-59.