

Topic: How can a manager help a work group to function as an effective team? Discuss the differences between a group and a team, and describe the strategies a manager can use to promote team effectiveness. Use examples to support your discussion.

Conclusion

Effective teams can be built through structured intervention, however it is crucial that management is committed to providing resources and support for effective team building initially and later on so that team members are suitably empowered for decision making. Effective team members have different skill sets that should be blended in by effective leadership so that desired productivity results with increased customer satisfaction, more margins and increased productivity together with empowered and passionate employees who are enthusiastic and committed to positive results. This is the cornerstone hallmark of success in companies like Toyota, Nissan, Harley Davidson, British Airways and small time operators like Southwest Airlines. Olusegun (1998) rightly concludes that group processes become more effective when leader and team members are considered as interdependent to function effectively, and for high degree of efficacy group members traits need to be mined and group members managed to produce cooperative results as an integral team.