

Available online at <http://www.ijims.com>

ISSN: 2348 – 0343

## **Importance and Impact Of an Effective and Strong Team and Special Tactics and Skills To Develop a Strong and Efficient Team in an Organization.**

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### **Abstract**

The Effective team leadership is a function of both individual competencies and organization. In an organization whole employees and the members of the organization works as a team. Although they work together in the organization for the specific end result or the goals, but they lacking the skill to work as a team or work as a strong united stone to give their full participation to achieve the end objectives and goals of the organization. these sort of problems makes team members less productive and less effective. There are some measures and tactics must be adopted by team leader and team member on their part to become strong united stone to work with mutual trust and mutual participation in the organization. top level managers or team leader always have to do work with the man power in the organization so they must adopt some of tactics and measures to build and enhance their capability to increase productivity of team members by which the end goals and objectives of the organization can be achieved in easier way and on the time, which predetermined earlier.

**Key words:** Team leadership, productivity, man power, enhance capability, strength of team members, organizational goals and objectives, quality product.

### **Introduction**

A strong, competent and effective team plays a vital role in the organizational success. Without a effective and efficient team, no any organization can survive in this highly competitive era of modern industrialization. these are some skills to build highly competent and effective time in the organization as follows :-

#### **Skills for developing team :-**

##### **1) Never take any thing personally :-**

In the team or being in the team, there are so many things happens which could hurt your emotions and feelings but decisions in the team are made or taken for all interest then there is a responsibility of a team leader to make decisions which could be in favor of all members of team and he should also get participation of team members in decision making of organization without his/her high ego and never take any thing personally.

##### **2) Always concentrate on team work :-**

When working with the team, the main responsibility of team leader is to always concentrate on team work and end objective and goals. the concentration of team leader should not put on unnecessary thing that criticizing team member and should not concentrate on individual work. Team leader should always put his eyes on team work.

##### **3) Thinking of care and welfare of team members:-**

To develop the team member skill, the managers of an organization must always put his eyes on the care and welfare of team members of the organization or team. By doing this welfare program he wins the intrinsic emotions of employee towards the company which is very important for team leader and an organization too.

##### **4) Recognize and remember your challenges :-**

For the development of an efficient and effective team team leader must know his and the challenges of them as a whole. He must recognize and remember the current challenges and upcoming future challenges for him and the team as a whole and always have to take some essential measure and alternatives to face them before the occur because the whole responsibility of team always remain on the shoulders on the team leader of the team so he ought to think and remember about that.

#### **5) Communicate effectively and efficiently with members :-**

Team leader is a centered hub of a team that means he is in the centered position in the team circle. he has to do work with the all members of an organization or team with certain objectives. The prime responsibility of a team leader is to communicate with the team members effectively and efficiently and although politely for any task or work they has to perform. even if they makes mistake for doing or competing any work or task, the team leader must behave politely with efficient manner. By doing this he urge intrinsic motivation in the member of team to feel that this work or task also belongs to them also not for the leader of team.

#### **6) Try to compromise :-**

when a team leader working with a team it is possible to feel that the work is not being done as per he predetermined standard. so this is a responsibility of team leader to correct or compete it with predetermind standard and although after giving lots of efforts, the work is not being dome through it by team members so he has to put his foot back into one step and put his concentration to share his experience with team members and give them training to develop their skills to successfully completion of task or work.

#### **7) Organize workshop and seminars :-**

workshops and seminars play the vital role to improve the skills of team members to develop their current and future skills for the tasks, they are getting difficulties to perform. The duty of team leader is to organize that some workshops and seminars to improve and develop the skills of team members. This type of seminars become very productive for organization and team to achieve its end objectives and goals.

#### **8) Invite expertise to share experience with the team :-**

Expert of the related projects and the same field, are the keys of the organization to give encouragement for getting success in the specific project or task or any work. They share their experiences and difficulties regarding the works and problems and give solutions to overcome to that of similar problems that company or organization or a team facing currently or could face in upcoming years.

#### **How to create an effective team.**

##### **1) Establishing common objectives and goals :-**

for creating an effective and strong team there is primary responsibility of team leader is to establish common objectives and goals for team as a whole. Common purpose, objectives, goal makes team united and give a powerful strength to look forward as being one. Common goals ,objectives provide team members and leader a single vision and direction and also inspire them to work only for achieving them.

##### **2) Recognize team strength and weakness :-**

Team wins and get victory and complete its project successfully by its strength. So firsh thing is to recognize the strength of the particular team. Second thing is that, a team get defeat by its weakness, so the team leader must recognize and know about the weakness' of team or team members and over come it with the time and convert it into the strength of the particular team.

##### **3) Build mutual trust among team members :-**

Mutual trust is an essential element in team spirit. Trust induces integrity and reliability on each other within a team or team members. If it is not available or it is absent, the members might be unable to depend on each other. Teams that lack trust tend to be short-lived. So its primary responsibility for team leader to develop or create the mutual trust and make them learn how they build relationships stronger with each other and avoid criticism.

#### **4) Provide essential and required training and resources :-**

It is very important for team leader and top level managers to think of employees, who need training on their specialized areas, if they lack the confidence to perform effectively and with the same time he has to ensure regarding the resources for giving best resources. Such as if employees need some new technical instruments, new software to work fast on computer, new machine to perform correctly with minimum cost and short time and so on. These all resources are needed by employees to complete task or work successfully and top level managers or team leader must know about that and supply them all to team members soon.

#### **5) Motivate and inspire team member continuously :-**

For making all team members energetic and enthusiastic, the team leader must motivate and inspire all team members for achieving end objectives and goals. Giving motivation and inspiration are very important for team members time to time when they seem less motivated to complete any task or work. Motivation and inspiration energize employees' inner state to go ahead and complete tasks with the time.

#### **6) Get right people or member on the team :-**

Another important component in the team building process is to ensure that the team members fully understand why they are in the team and how they can use their individual skills to improve the team's performance. It is also important to know for team leader is to confirm that he has right employees with right skills at right place. These three things are more important. Along with this he has to confirm, do team members feel the goal important and do they feel that they will be better for it? Assess their interest and participation in the team.

#### **7) Show your team that you are recognized and worthwhile :-**

If a team leader wants to make a strong team then he must be able to demonstrate that he values the employees or team members who take responsibility, risk, unique solutions and creative thinking. If team members feel rewards whether monetary or non-monetary, they feel motivated and get inspiration to go ahead and give their major part to complete the end goals and objectives of organization.

#### **Some skills and tactics that team members must have in building strong team :-**

##### **1) Give positive contribution to team process and goal :-**

It is a responsibility to each and every team member to give his positive contribution on the team process and goal. He should positively participate in each and every task or work in a team. Great team members always support the team leader with suggestions for improving the effectiveness of the team process and new ideas for delivering the team goals.

##### **2) Make commitment with the team above themselves :-**

The commitment of each and every team member of a team must always be his personal interest and purpose and he must work for the welfare of all team member or team as a whole. His first commitment must be first to his team and other comes after it if remains.

##### **3) Desire to take responsibility for elements of team work :-**

It is important for each and every team member is to take responsibility of team work before team leader approach to him to do or give responsibility of such task or work. team members must have skill or inspiration and desire to take the new work and have the skill of initiation. It makes the organization much stronger.

**4) Full of Enthusiasm and energy level :-**

It is essential for team progress and success is to give the performance of team work by team members with full of enthusiasm and full of energies. It increase the productivity at lower cost and increase the quality of team and team leaders.

**5) Accomplish organizational goals :-**

The first and primary function of team members are to accomplish the predetermined goals and objectives which the top level managers and team leaders made on planning session earlier. They only work for betterment of organization and to improve the quality of work, are some strong points that convert in to development of company which helps in making strong and worthwhile organization.

**Suggestion**

The main aim of this paper is to make team building skills in team leaders and their team members both. The team made by efforts of both sides, not merely the side of team leader. If they both perform as a team and betterment of team and each other and give their full participation in accomplishing the goals and objectives of an organization or a team then the team said to be effective or a strong team which can survive in any of environment and situations, whether it is favorable or non favorable for it, all members and team leader works as a single unite. for this, team leader must set common goals and objectives for whole team which ensure the unity in team. Another suggestion is, team leader must recognize the strength and weakness of all team member by which he can know the capability of each team member regarding performing in an individual task and also he can know what type of pressure and work load he can delegate to his team member. another suggestion is about the mutual trust among the team members, for which the team leader must work to build and enhance it at the apex level among the team members because an effective and strong team is unified and united stone of strong mutual trust. Along with this team leaders must inspire and motivate the team members for making them full of energy to perform with full strength which will convert into higher productivity and enhanced quality of product in minimum cost.

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