

Introduction To Team-Based Organization

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The team-based organization is a non-traditional organization, and the way they perform tasks is very different from traditional organizations. The teams think and work in an innovative environment. The team-based organizations rely on their teams to achieve their goals and objectives. They have a different hierarchical structure as compared to traditional organizations. Teams together strive hard to achieve goals instead of managers focusing on facilitation. This develops genuine collaboration in the organization.

The benefits of team-based organizations are developing and implementing solutions that originate from teamwork. Instead of a manager who is responsible, team members are responsible for the organizational goals. Resulting in casual and open communication and creativity, which further leads to enhanced solutions and business strategies.

Characteristics Of Team-Based Organizations:

The major characteristics of team-based organizations include:

1. Mutual trust
2. Employee consent in planning, organization, and goals framework
3. Shared responsibilities
4. Team-based shared accountability
5. Shared leadership

Mutual Trust:

Mutual trust refers to the situation in which a manager and his team possess the same level of trust, resulting in a high level of performance and then unequal distribution of trust as in traditional organizations. Job performance increases due to the mutual trust of the manager and employee and minimizes the unwanted result.

Employee Empowerment:

Employee empowerment is a theory that encourages employees to make effective decisions related to their jobs by associating them with the organization. Employees strive for the goals in their daily tasks.

Shared Responsibilities:

In a team-based organization, to run the business processes smoothly, there should be more than one person to take responsibility for allocating and monitoring duties and managing a team. This is the situation that refers to shared responsibility and self-management. A team member can manage themselves by finishing their task at the specified deadline.

Shared Accountability:

In this era of innovation, to develop an impressive team-based organization, teams are diverting their attention to encouraging an environment of accountability to increase performance. In team-based organizations, accountability is the agreement of employees to accept responsibility and determine the inquiry of team outcomes. (Hiner, n.d.)

Shared Leadership:

Distribution of leadership among team members. Due to shared leadership, team members can build relationships with each other and give emotional and mental support and empowerment. The benefits of shared leadership are distinct thinking in the decision-making process, the success rate of achieving goals is usually high, and stress levels among employees. ("Leadership Styles And When", n.d.)

Leadership Styles In Team-Based Organizations:

The authoritative leader:

The authoritative leader assembles their team towards a common perception and targets the end goals, leaving the individuals to decide their way to work to achieve the organization's objectives. The style of an authoritative leader can be summarized as "Come with me."

The affiliative Leader:

Such a type of leader develops an emotional relationship that creates a feeling of connection, acceptance, and loyalty to the organization. This style of leadership can be summarized as "People come first."

The coaching leader:

The coaching leader prepares people for the future. “Try this” can be a summary of this style of leadership. This coaching leader style is appropriate when the leader wants to help his subordinates, resulting in personal strengths and making them more successful.

Team-Based Settings Affect Leadership Power:

In a team-based organization, Leaders must have a current/solid comprehension of key site and group business issues to give lucidity, center, and arrangement of group vision and mission. Leaders must see, ceaselessly learn and by and by express adaptability in leadership through displayed conduct (that is adaptable and walks the discussion).

Leaders must have courage – to get included, to experience their dreams, to be in charge of their learning, and to stand firm and hold others responsible for pre-consented contracts. Leaders should risk and keep up the responsibility of results from activities they or their groups execute. Leaders must acknowledge more hazards in return for giving more opportunities to their teams.

Leaders must be sincerely hearty and recognize their own particular and other’s support against tolerating greater duty. For instance, the pioneer must focus on their vision to serve the association and manage their very own hindrances of “getting their way” or “casualty loss of motion.” When they can adequately manage their particular issues, they can help other people manage these issues (relational).

Leaders must be prepared to agree to share force and control to upgrade group duty and guarantee obligation and no more commonsense level in the association. They should augment the decision, possession, and capacity of those nearest to the work forms. They should be the change specialist for their groups to adjust authoritative frameworks and practices for groups to meet their central goal of giving consistently expanding levels of client benefit.

Leaders must surrender a significant number of their assignments and coordinate these duties into the groups. Leaders must figure out how to be responsible to their groups, guarantee responsibility from their groups, and ensure groups have a voice in what extra administration assignments they go up against.

Steps Were Taken By Leaders To Foster Teamwork:

Spotlight on results and efficiency and not the time duration required:

To manage salaried and well-educated employees, leaders should not follow the clock-in and clock-out times if there are no communication issues among the customers. Leaders should clear the goals within their expected time duration. Ensure that the employees should attend the announced meetings, and they should always be present in the working hours.

Manage people according to their expertise:

Leaders should make sure that they have the right people in the right positions. This makes management of the team easy. Leaders should gather the pool of talents from the team and reshuffle them if they think they can succeed. Leaders should not give tasks to people because they are doing it for so long, try to reshuffle the duties, may be an employer can do a lot better in another role. Employees are changing resistance, so leaders must convince employees effectively to accept the change.

Provide people a role in a project they are passionate about:

Leaders should know about their team members in which tasks they are passionate about. Leaders should align their job roles with some of the passion. This is the case of putting the individual in an area where he or she has no experience. But if a leader knows he can succeed by looking at his work history, then the employee can learn and grow. Once they get more confident in themselves, the employee's passion can contribute to innovation and growth.

Let your people know that you trust them:

Well-educated people are usually appointed to positions that need innovative solutions and decision-making. To perform, they need to stay mentally sharp. It is up to management to develop an environment that encourages creativity and innovation. For this, leaders should let their employees know that they trust them, and they have faith in their expertise to solve the problem and meet the deadline.

References

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