

# Team management

Sergey Zamanov<sup>a</sup>

<sup>a</sup>Rudn University, Moscow, Russia

## Corresponding author.

Correspondence: Sergey Zamanov

E-mail: zamanovsergey9@gmail.com

## Article info

Received 10<sup>th</sup> May 2020 Received

in revised form 11 June 2020

Accepted 12 June 2020

## Keywords

Team Management, Organization,  
Employees, Business

## Abstract

Why are some Organizations is successfully running and others are not? This has promoted the requirement for distinguishing essential attributes needed for cooperation. This article reviews the literature with a read of identifying a framework that educators will use to assist promote effective cooperation in their categories. The article talks about the components to build a team successfully, the procedure of team management for attaining the goal of the organization, and the significance of team management.

## 1. Introduction

The team management could be a term touching on a spread of activities that bring a team along to hold them out. This implies finishing projects or running daily tasks. In any case, the team manager must delegate activities to the proper folks equally, facilitate in prioritizing them, and discuss any issues that may arise. The people forming a team ought to ideally suppose a lot of or less on an equivalent line and will have similar interests and objectives. Team management is that, the ability of a person or a company to administer and coordinate a bunch of people to perform a task. Team management involves cooperation, communication, objective setting, and performance appraisals. Moreover, team management is the capability to spot issues and resolve conflicts in a team. There square measure varied ways and leadership designs a team manager will elaborate increase personnel productivity and build a resourceful team. Within the workgroups, they are available in several shapes and sizes in an agency all work along and rely upon each other. They communicate and everyone attempts to accomplish a selected goal or objective of the organization. Management groups square measure a kind of team that performs duties like managing and advising alternative workers and groups those who work with them. Whereas work, parallel, and project groups hold the responsibility of direct accomplishment of a goal, management groups square measure liable for providing general direction and help to those groups (1,2).

## 2. COMPONENTS TO BUILD A SUCCESSFUL TEAM:

**Solidarity leadership-** In any useful team, unity amongst team leaders and the chief decision-makers is significant. Solidarity leadership implies that team leaders acting along as a unit and creating choices as a leadership team rather than every branching off into their work and in operating alone. This can make sure that the team is steered in one direction rather than multiple things. All thanks to team leaders not being epigrammatic and in keeping with their directions. solidarity leadership would force team leaders to own robust communication skills (3).

**Defined team roles and responsibility-** Poorly outlined roles are usually the most important obstacle to a prospering Team. If team members square measure unclear of what their role is, their contributions towards the team are tokenized, therefore it's the team leader's duty to stipulate the roles and responsibilities of every individual inside the team and make sure that the team is functioning along as an integral unit. In a prospering team, a team leader can first assess the mission of the team to know what's required to accomplish the task. Then, they're going to establish the strengths and weaknesses of their team members and assign roles consequently. Lastly, they need to make sure that all team members understand what every other's responsibilities square measure to avoid confusion and to form a good channel of communication. Individuals in an exceeding team will attack completely different roles that have their distinctive responsibilities. A task-oriented role happens once the individual is providing new concepts, coordinating

activities, or attempting to seek out new data to share with the team. A social-oriented role happens once a person is encouraging the members of the team to be united. They conjointly encourage participation and communication. a personal role happens once a person blocks the team activities. They tend to point out to themselves and avoid interaction with others. Another incidence is role conflict, that could be a scenario wherever a personal faces divergent role expectation. this implies they're being a force in numerous directions and hold completely different roles at the same time.

**Common goals**-When team members initially close, they all are going to have different concepts, but the key to a triple-crown team is that the alignment of objectives at intervals the team. The team leader must set a typical goal and the complete team is willing to pursue. This way, all the team members can place in the effort to achieve the goal. If there's not a typical goal, team members who gainsay with the objective in hand will feel unwilling to utilize their full effort, failing to realize the goal. In different cases, team members may divert themselves to different tasks because of a scarcity of belief or interest within the goal.

**Efficacious communication**- There should be an efficient channel of communication from the highest to the lowest of the chain of command and the other way around. An efficient channel of communication can permit messages to be transferred accurately directly to the meant recipient, this can speed up higher cognitive process processes and therefore the operations of the team. moreover, effective communication can increase the flexibleness of an organization and cause it to be less at risk of changes within the external environment; as a quicker method process can permit organizations an extended period to adapt to the changes and execute contingency plans.

### 3. PROCEDURE OF TEAM MANAGEMENT:

**Order and control**- The method "Order and Control" as an approach to team management is predicated on the thought of military management. "Command and Control" was a usually used system within the non-public sector throughout the twenty-first century. During this methodology, the team leader instructs their team members to complete a task and if they refuse, they'll yell or penalize them till they now not refuse and adjust to the directions. The team leader has absolute authority and utilizes an autocratic leadership vogue. There square measure significant drawbacks to the present team management methodology. Firstly, the team morale is lowered thanks to team members being constantly belittled by the team leader at the slightest mistake; punishments also will cause an absence of confidence in team members leading to poor performance. Second, in trendy organizations roles are typically specialized, therefore managers would require the experience of the worker, elevating the worth of the worker. Implementing the "Command and Control" team management technique can cause a high rate of turnover rate. additionally, in giant organizations managers do not have the time to supply directions to all or any workers and unceasingly monitor them, this can impede an organization's performance as managers don't seem to be paid time on their core responsibilities.

**Engage and Create**-Due to the restrictions and impotence of "Order and Control", managers developed another management strategy referred to as "Engage and Create". during this technique team members square measure inspired to participate in discussions and contribute. what is more, they're suggested to interact with alternative team members to create a stronger sense of cooperation and unity. this may result in hyperbolic productivity and the answerableness of every team member, driving the team towards success.

**Econ 101**- In the "Econ 101" technique of team management, the team leader makes the baseline assumption that each one team members square measure intended by reward within the style of cash, which the most effective way to manage the team is to supply monetary rewards for performance and issue punishments for failure. This technique of team management uses material gains within the place of natural motivation to drive team members. This can be kind of like Taylor's theory of Scientific Management wherever he claims the most style of motivation for workers in cash. The most disadvantage of this technique is that it doesn't take into consideration alternative kinds of motivation besides cash like personal satisfaction and ambition. Moreover, by mistreatment reward and social control as a technique of team management, it will cause demotivation as everyone seems to be intended by various factors

and there's nobody thanks to satisfying all team members, the negative impact is more combined by social control resulting in demoralization and loss of confidence (4-6).

#### 4. SIGNIFICANCE OF TEAM MANAGEMENT:

**Promotes learning-** Among the advantages of cooperation for a company is that the chance for everybody to be told and explore new views. as an example, new workers can surely gain data from saw staff within the long-standing time. Moreover, once different folks with numerous skills join forces with one another, they get to exchange skills that they didn't have beforehand. Teamwork, not like operating alone on a project, permits the members to additionally discuss new concepts and challenge the recent ones. This method, in turn, ends up in springing up with solutions that are additional economical for a project's swish completion.

**Employee satisfaction-** One equally important purpose for understanding the importance of team management is augmented worker satisfaction. once people move to create a powerful team, they conjointly learn to have faith in one another, and they bond. This connection creates a positive ambiance within the work, which is important for the individual's productivity as well as their psychological well-being. Good team management aims conjointly at reducing spare conflicts among team members. Improved worker relations are a truly pleasant "side effect" of a well-established sense of trust between them. It's simple: cooperation makes workers happier.

**Effective team building-** One of the advantages of team management is that it promotes cooperation building within the geographic point. Having the correct person, doing the correct job in keeping with their temperament traits and academic background is vital for the full team. When staff complement one another it's easier to avoid gaps in team members' ability sets and communication. By absolutely utilizing the distinctive skills of individual staff, the team manager is in a position to simply delegate comes to team members for optimum potency. that results in timely project completion and client satisfaction.

**Productivity booster-** The significance of team management additionally shows the rise in worker performance and structure productivity. One brain will not bring out identical results a powerful team can. each in terms of your time and quality. When every worker has clear responsibilities and deliverables, they're able to higher specialize in their tasks. This is very true once those responsibilities are closely associated with their specialization and level of interest. operating in groups may be an artistic manner of taking advantage of the member's best qualities to the most. Moreover, effective cooperation permits the members to collaborate after they would like to facilitate. So, even though people fall behind with deadlines, the remainder of the team steps in to save lots of the day.

**Increased Performance-**Unavoidably, we tend to succeed in the closure that cooperation may well be a key driver for increased performance. a company ought to meet targets on time and whereas not cooperating, this could be difficult to realize. folks alone, cannot merely build choices single-handed or do tasks. it'd seem counter-intuitive; but, folks do thrive through a team. Employees who add a team have higher fulfillment and performance levels. thus, once each individual performs optimally, so can the organization as a whole! ultimately, among the benefits of cooperation in an exceeding corporation lies competition. Of course, not the negative fair competition that tears teams apart. but rather the healthy level of competition that pushes team members to become higher and better over time! the advantages of team management in an exceedingly corporation area unit immeasurable. Introducing AN honest team management strategy to your business will immensely facilitate everyone involved perform higher, gain data, and deliver quality results (6-12).

#### 5. CONCLUSION:

Team management is that the backbone of any concern – it encompasses everything that helps your teams or the complete organization keep afloat through stormy times, and are on the market at as winners among the end. The organization could have all this issue such as- clear plans and goals, a snug, still gift team management vogue, realistic expectations, effective motivators, economic cooperation, regarding the importance of tasks at intervals a project, constant learning, positive and feedback, a manager who could be a role-model that stands behind the team's ethics

and credence.

**REFERENCES:**

1. A.Martinic, K. Fertalj and D. Kalpic, Integrated framework for virtual team management. *Proceedings of the ITI 2012 34th International Conference on Information Technology Interfaces*, 149-154. (2012).
2. Soni, Vishal Dineshkumar, Importance and Strategic Planning of Team Management (June 1, 2020). *INTERNATIONAL JOURNAL OF INNOVATIVE RESEARCH IN TECHNOLOGY*, 7(2) (2020) 47-50.
3. M. Grębosz, S. Bakalarczyk, Team Management Organization in Co-branding Projects, 23(4) (2013).
4. F. Idris, J. Mohammad, The Impacts of Team Management on Customer Service: The Mediating Role of Operation Flexibility, 18 (2014).
5. K. Kotoun, Team Management 3.0: Virtual team management with gamified aspects, (2015).
6. Buragohain, S.B. Saikia, N. Baruah, Agile Team Management: A Review. *International Journal of Advanced Research in Computer and Communication Engineering*, 5, (2016) 313-315.
7. V.D. Soni, Art of Managing Business Ethics with Global Perspective, *International Journal of Trend in Scientific Research and Development ISSN: 2456-6470 | Unique Paper ID – IJTSRD31701 |*, 4(5) (2020)
8. S. Fukuda, Machine Team Management. (2017).
9. T. Bjorvatn, A. Wald, Project complexity and team-level absorptive capacity as drivers of project management performance. *International Journal of Project Management*, 36 (2018) 876-888.
10. C. Boone, B. Lokshin, H. Guenter, R.A. Belderbos, Top management team nationality diversity, corporate entrepreneurship, and innovation in multinational firms. *Southern Medical Journal*, 40 (2019) 277-302.
11. M. Basso, S. Corallo, M.A. Calegari, I.V. Zurlo, F. Ardito, M. Vellone, S. Marchesani, A. Orlandi, V. Dadduzio, G. Fucà, C.D. Dio, C. Mele, B. Barbaro, A. Strippoli, A. Coppola, A. Cassano, E. Bria, C.A. Barone, F. Giuliante, The impact of multidisciplinary team management on outcome of hepatic resection in liver-limited colorectal metastases. *Scientific Reports*, 10 (2020).
12. M.D. Tamunomiebi, O.M. Keremah, ORGANIZATIONAL CULTURE AND TEAM MANAGEMENT: A PANACEA FOR ORGANIZATIONAL PERFORMANCE. *Strategic Journal of Business & Change Management*, 7 (2020).