



Every organization faces specific challenges for which teams are the most practical and the most powerful means at the disposal of the manager. The critical task for senior managers is to look after the general performance and the types of teams that could carry out the job. It means that the management has to discover the unique potential of the team that could give results, to distribute strategically those teams that are considered the best instrument for the work, and to maintain the elementary discipline of the team that can make it effective. That way the management creates an environment that encourages individual engagement, as well as the operation of the organization in general.

Teams and good performance go hand in hand; one does not exist without the other.

We believe that teams will become elementary working units in organizations that have a high degree of performance. Teams will strengthen the existing structures without replacing them. Innovation requires maintaining the work quality through structural actions and eliminating bias in the workplace through team work.

Contents

- Teams versus working groups, differences and similarities;
- Stages in establishing a team;

- Roles within the team (individual questionnaire about the role within the team);
- Factors that influence the effective team work;
- Culture within the team;
- Understanding the functioning of teams and building cohesion within the team;
- Inter- and intra-group communication;
- Inter-group/intra-group conflicts and their resolution;
- Factors of team motivation;
- The role of the leader in building the team;
- Leadership styles and organizational culture.