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Effective Team Building Strategies

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ABSTRACT

Team building strategies are practices used by organizations to get their teams working together forming a cohesive unit with the aim of increasing productivity, motivation and effectiveness.

This research paper aims on stating effective strategies of team building followed in organizations.

KEYWORDS - Effective, team, strategy, communication, coordination, collaboration

INTRODUCTION

A team is a small number of people with complementary skills committed towards a common purpose. Team building is the conscious process or action that aims at improving the quality of relationship within the members of the team. Strategy involves setting goals, determining and executing actions to achieve the goals.

A team is said to be the foundation of any organization and teamwork is vital for an organization's success. Teamwork is collaboration of individuals with different skills and abilities, working in coordination to achieve organizational goals. A well-balanced team has members who fill others gaps, divides responsibilities, brainstorm ideas thus increasing creativity, productivity and effectiveness.

In case of lack of harmony between team members may lead to many pitfalls, this is where effective team building strategies plays its role.

LITERATURE REVIEW

The concept of team building emerged during late 1920's and early 1930's in the United States of America.

An experiment called Hawthorne studies conducted by Elton Mayo and group to increase productivity they presented the workers with different working conditions and analyzed the workers reactions and interactions among themselves. They concluded that relationship between workers affects productivity.

In 1970's the concept of Total Quality Management came into existence. In the World War 2 era patriotism gave a boost to teamwork and post war the military insistence on cooperation and brotherhood influenced team building during industry boom. Training group meetings for strengthening group relationship and resolving conflicts among workers eliminating any negative emotions.

In 1980's there was shift towards Personality-Based Team Building. The concept of team building became more prevalent during this period, outdoor activities were driven to build a better relationship among workers.

From 2000's the technology companies begin adopting team building practices and since then it has become an essential part in many enterprises.

RESEARCH METHODOLOGY

This deductive research is conducted by using secondary data collection method for collecting qualitative data. The qualitative data has been collected from various sources like articles, journals, magazines and books.

RESEARCH OBJECTIVE

- To study effective team building strategies used in organizations.
- Providing recommendations for practitioners.
- To assess the effectiveness of team building interventions.
- To investigate the impact of team building activities on team cohesion and collaboration

STRATEGIES

Set clear goal

Define the team's purpose i.e. the reason for the team's existence. Articulate a clear achievable vision that aligns with the core mission of the organization. Setting goals helps the team members to know what they are working for and that there will be positive outcome in return for the efforts they have put in. Hold meetings periodically to know the progress and whether the team is on the right track towards achieving the goal. Define every individual's role in the team to avoid internal conflict.

Encourage open communication

It is essential to encourage honest and open communications among employees to build trust and foster collaboration. In a cohesive team, every member does the talking and encourage contributions from everyone. Encourage team members to share their thoughts, feelings and ideas and take criticism in a productive manner. Create open lines of communication like google meets and email threads so that the members can keep in check and get updates on progress. It also prevents any confusions and allows questions to be answered.

Create friendly and respectful company culture

A manager does not necessarily have to be dominant to lead the team being dominant will not help the employee to open up. Creating a friendly environment helps employee share ideas/opinions without any hesitation. Conduct suggestion meetings and ask the employees to participate in it and to share their views. No employee would like to work in an organization with toxic culture. Building a sense of belonging is also essential. Create a safe space for the employee's, avoiding discriminations related to gender, race and religion by introducing new policies and appointing special committees.

Encourage creativity and risk taking

Creativity is thinking out of the box, coming up with new ideas, experimenting and risk taking. An employee who is risk taker, ready to accept failures comes with something new. To sustain in this competitive era innovations are essential and innovations originates from creativity. Provide space to employees for brainstorming, don't hesitate to implement ideas in fear of risk this boosts employee's confidence in themselves. Empower team members to try out new things.

Reward and Acknowledge excellence

Acknowledge and show appreciation for hard work and achievements of the team. Reward acts as a motivating factor for employees in an organization. Offer gifts, promotions and incentives for employee's achievement. Rewarding also increases employee's job satisfaction. Celebrate success by taking the team out for dinner or sending them a small token of appreciation.

CONCLUSION

An employee who can work well with other members of the team is most likely to do well in the workplace. Such employee fills the personality gap of each other and balance the team. Thus, organizations now have learned the importance of team building and focus on implementing these strategies. Implementation of these strategies needs careful planning and execution as it helps in improving efficiency of organization. These are some of the proven strategies, experiment on your team and look into which of these strategies should be applied and modify accordingly.

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