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by R W

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Role of the Team

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Role of the Team

When leaders try to bring together different individuals with different personalities to form a group, the challenges that might occur would be relationships and communication. A dynamic team is created by a decisive and strong leader who will support and help their team members, although from different backgrounds, to come together, solve the challenges between them and create a strong team (Salas & Bisbey, 2019). When building a team, leaders choose individuals who have specific skills and knowledge to make the projects of the organization successful. The leaders also want the best for their team members; hence, they consider some principles that will help them facilitate their teams better. One of the principles the leaders consider is a war room. A war room refers to a place or space within the organization where certain team members meet at the same time discuss several aspects of this team and their work.

In my previous organization, it was difficult to get a war room for any of the teams because they were used for other significant purposes. Most companies do not have extra rooms that could be used by teams when they are working on a particular project (Starbird & Cavanagh, 2010). The company I was working for also did not have a spare room that would accommodate groups where they would go for their meeting or other agendas that involved the team. The place where the team members would meet would be in the conference room, which was booked every day of the week. They would use the conference room only on weekends because on weekdays, there would be many meetings held there by our seniors and other "important" meetings of the organization. Hence, this made it hard for them to discuss issues or work together to attain the same goals. But if the group wanted to meet urgently, they would use the parking lot or the park across our company and work. Therefore, for teams to develop improvement in providing quality

work, the company should consider providing at least one room that would be used by teams to work on their projects for a specific duration.

Another principle that is in teamwork in Curmudgeons. Every team member has unique skills and knowledge levels (Kerns, 2019). Every member chosen to be part of a team has been selected because of their capability to help the team grow with their specific abilities and knowledge. However, each member has different personalities; for example, some are comedians, people who agree to everything, the ones that do not agree with anyone on anything or serious people who want to focus only on their work and perfectionists. Curmudgeons always have an opinion on everything that happens within the team. Normally, they are always pessimistic but with a sensible point. A team that does not have curmudgeons mostly do not reach their full potential because always agreeing with each other does not guarantee success (Mrig & Sanaghan, 2017). When a person sees the wrongdoings in the project and speaks out, it gives the team a new perspective on how to go about the project in a particular way, which ensures their success.

For instance, in my previous workplace, in every team, a leader would put a curmudgeon only for their opinions, especially during the development of a solution when an issue arises. This one particular man was a curmudgeon, and nobody liked him because he always talked negatively about other people and their work. Nobody respected him because people saw how his criticism would hurt people's feelings, especially during a presentation or other significant career steps that one would take. However, as time went by, the individuals who took his criticism positively would realize that indeed, the curmudgeon was right all along. Hence, the way a person takes a negative criticism might help them succeed more in their career. That is

why curmudgeons are mostly put in teams to enhance the production of improved and quality services that the company would offer (Sridharan & Boud, 2019).

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