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Fostering Teamwork

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Fostering Teamwork

Individuals involved in cross-functional teamwork comes from different environments and have different experiences and ways of handling their work. For that reason, most of the time, disagreements might occur based on how they approach some task. Although some people

argue that disagreements are toxic to the team, it is always essential to have them as they allow every person's perception to be heard and taken into considerations (Driskell et al., 2018). Besides, team leaders need to take critical measures when solving disagreements because it may lead to significant challenges that may result in the team not achieving their objectives and goals effectively. However, when resolved well, it may spur better ideas, greater innovation and creativity aiding organizations to obtain better production costs.

Moreover, to make the team move forward as a team leader, I will need to first bring team members into one page by making their disagreements into an advantage. Furthermore, a healthy and beneficial disagreement is a constituent of the high-functioning team (Driskell et al., 2018). Hence, I will develop clear goals on what needs to be accomplished. Having clear goals will provide an opportunity for the team members to have one thing to focus on as well as concentrate on one achievement. After that, I will assign every person an individual task that will make them work on themselves. This will provide an opportunity for the team members to air their views, ideas and perceptions concerning the approach of the task. Then every member's ideas and viewpoints will be discussed together as a team and develop significant arguments to confirm that every person in the teamwork is on the same objectives. Also, when individuals operate on the same foundation of the approaches while following common objectives and goals, disagreements will be less and the team will move forward to achieve their goals regardless of who provides the best approach.

Working with a team requires a leader who can recognize the views of every individual and show the team members directly. Therefore, as a team leader, I will work towards developing a common objective for the team. This will create a platform that all members can disagree and come up with one solution based on their differences. Also, setting clear goals will

be an essential focus to control the working of the team. Additionally, focusing on team cohesiveness will be part of the team leader, as all individuals need to be united while working to accomplish a common goal (Chapter 8). Similarly, building a cohesive team is critical as it ensures all team members' views and ideas are given attention and the goals are achieved as well as every member feels they have contributed to the general success of the group.

Chapter 8: Fostering Teamwork.

Driskell, J. E., Salas, E., & Driskell, T. (2018). Foundations of teamwork and collaboration.

American Psychologist, 73(4), 334.

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