

# Importance and Strategic Planning of Team Management

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**Abstract-** The present study focuses on the importance of the team management in any organization and system. The role of team work can be attributed towards achieving successful goal and targets in comparison with the sole efforts from any individual. Ever before the knowledge of management skills and team development would be emerged, there was a group effort which we devoted to carry out the work. The introduction of management skills has uplifted the process with innovative strategies and management tools with different team members and their roles. In the present study, different components of the team management and their protocols to organize successful team strategies are discussed in the present study.

**Index terms-** Team Management, Organization, Team member, Effective management

## I.INTRODUCTION

Team management refers to organizing and structuring the group of a team that coordinates to perform a desired activity. The members of a team can be two or more and management can be the set of rules or system which is followed by all the members of the team. If the organization is having good coordination within the members working for a company or the project, it can lead to being one of the key factors [1]. This can turn around the failure rate into successful components. Each individual is said to have bonding between the team members. Team management forms the backbone structure of any organization. It encompasses the process which aids in the smooth running of organizations afloat through stormy times and can boost the success rate in any organization [2]. The team management has a clear processed structure to achieve the goals [3]. The team management process must contain more realistic expectations, effective motivators, economic cooperation, the importance of tasks, constant learning, positive and feedback, The team management pillars are team leader, co: coordinator and executive members who work accordingly to get

the target completed. The organization's strategy towards achieving the goals and to coordinate the efforts of staff and team members is achieved through available resources. Management also involves the direction which will be given to any work for its completion. So the collective meaning of team management is the administration and coordination between two or more peoples (often called a team) to proceed towards the completion of the goals with the available amount of resources. For any organization, along with the team management teamwork is also essential. Management must speak with one voice and when it doesn't, management itself becomes a peripheral opponent to the team's mission [4,5].

Effective management of teams involves many of the qualities such as a true leader always communicates his thoughts and ideas, not dictates it. In any of the working team, there is always a team leader who leads the team. In any team, the work may also be done smoothly if the team leader of that team is having excellent leadership skills. Mutual cohesion amongst team leaders and decision-makers is vital. The leader must also act together as a member of the team rather than only ordering different tasks to other teammates, and he/she has to give equal responsibility to all the members of the team rather than doing all the work individually. If the leader distributes the work amongst the team members than the team members may also seek knowledge in equal proportion. This will ensure that the team will be directed in one direction instead of running in different paths due to team leaders not being concise and consistent with their instructions. He must determine how his fellow teammates are works best, what are their qualities and how they can contribute to the organization's common vision. Good team management is always making time for fellow teammates. One must always use every opportunity for their team's advantage and use this advantage to motivate them and spread the enthusiastic

environment around. These all can be done with the help of Team building activities in any organization, breaks the monotony of the office environment, and brings the element of the different environment to the team [6-8].

The team must also be made keeping in view that the team must consist of different kinds of people who are having mastery in different fields that are required to cover by the team during any of the projects. Team building ideas help to develop the necessary qualities of a team player in every employee. It enhances trust, communication, and interpersonal skills, initiative teamwork, and flexibility. Particular Employee' morale could also be enhanced through the implementation of team building activities. In the long run, they will be able to share information about their jobs. This will ensure that they work as a unit towards achieving a common goal. Team building games held outside of the office environment help the employees improve their social skills and shed their inhibitions [3-7].

This encourages friendly competition among groups and the comradeship that is developed helps improves employee morale and realization of individual potential. Last but not the least, is the 'personal development', one should always work on his or her self-development by attending various development programs, reading and raking advice from the superiors or fellow mates. He or she must first learn to follow their leader by following their orders and they may also turn up to be a leader of another or the same group in near future. He or she must always work on their personal qualities and improvise themselves timely. One must always remember that he alone can achieve 'Few', but together they can achieve 'Many'. Efficient and successful management is all about learning, evolving, and adapting, and if the manager can do this effectively from the top, it'll naturally filter through to the team underneath them. Hence, Team Building and proper Team Management must be available in every team of an organization working towards a common goal [8-10].

## II. IMPORTANCE OF EFFECTIVE COMMUNICATION

The team leaders must also have the proper command on his team so that the continuity of the working of

the team is maintained. Proper work must be assigned to all the coworkers so that all the members are busy doing the assigned work rather than doing any other thing. The team leaders must also have strong communication skills to communicate among their mates so that they can tell the work more simply and easily and the one who is receiving his words does not get hurt. the team leader must set a common goal the entire team is willing to achieve. The leader must act as an effective channel for all the communications which will be taking place in the team. The instructions must be accurately transferred to all the members of the team accurately and also in proper time. This will boost up the speed of the working minds and will make the process of decision making faster. With effective communication, the leader may also interact with the outsiders from which the team may seek help when required. If this will followed than all the members of the team will work as a unit with full enthusiasm [4-7].

If there exists teamwork in any organization then there will be numerous benefits for an organization and will also lead to the success of the organization. The members working in the team may be able to learn about how a team works, how to communicate with the members in a team, how to work as one unit, and how to put everyone's effort for the success of anything. Unity will also be developed in the team as they are working together for the same cause and with the same spirit. The members may also learn why the spirit in the team is essential. The member will be able to learn the different ways through which any problem can be tackled. The way of communication with some external bodies may also be developed inside an individual. In short, the overall personality will be enhanced by working under a good team with a cooperating member having a mutual understanding. It may also be taught us to resist the overburden pressure sometimes. There are always two sides of on single coins, so if the management of the team will be organized, coordinated and managed in a right way then the success will be achieved by the team and indirectly by the organization or firm, but if the working system is unable to manage the team or if there is lack of team management then it will lead to the failure of the concerned. Effective management of teams involves many of the qualities such as a true leader always communicates his thoughts and ideas, not

dictates it. In any of the working team, there is always a team leader who leads the team. In any team, the work may also be done smoothly if the team leader of that team is having excellent leadership skills. Mutual cohesion amongst team leaders and decision-makers is vital. The leader must also act together as a member of the team rather than only ordering different tasks to other teammates, and he/she has to give equal responsibility to all the members of the team rather than doing all the work individually. If the leader distributes the work amongst the team members than the team members may also seek knowledge in equal proportion. This will ensure that the team will be directed in one direction instead of running in different paths due to team leaders not being concise and consistent with their instructions. He must determine how his fellow teammates are works best, what their qualities are and how they can contribute to the organization's common vision.

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### III. FUTURE PROSPECTIVE

The role of team management has proved to be the most successful in an organization which work according to the planned strategies. At the same time there should be well planned risk management strategy to overcome the risk associated with the management system which play crucial role in organization [11]. The effective management information systems can be boon to the smooth running of the organization wherein the team works well to succeed in the given task [12]. No matter how good is the team management system, without a appropriate risk management and disaster recovery planning system everything is expected to collapse when it is not planned to achieve the target and to get updated with the advanced information and effective innovative management tools [13, 14].

### IV. CONCLUSION

If we want to sum up for all the views described above, A well-managed team and proactive employees are the perfect ingredients for a solid culture, and positivity in an organization is of the utmost importance for its overall success. Team management may play a vital role in the growth, success, and the new heights up to which the organization or that firm reaches. The team management will give us the way how to operate, control, coordinate, and attain success to any of the

goals of the organization. There is much need of having teamwork in any organization which is working for any specified purpose or goal.

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