

THE ROLE OF THE LEADER IN TEAM BUILDING

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The success of all innovations in organizations today applies with the activities of the team, contrasting them with the usual group of people working together. People have to master huge amount of knowledge, and then use it in practice, growing in importance teamwork, at the same time organizations prepare more and more bet on the personal responsibility of employees and there their persistence. Organizations feel acute need to have workers, who can think independently or interactively, who know when to act alone, and when working with others, who are proud the results of their work and the goals of achieving their colleagues [1].

Leaders must take to attention the logic of team formation, understanding the motives of people's activities and contributing establishing teamwork. Therefore, the emphasis in the activity leaders can vary depending on needs, stage of development team, the level of readiness of the group for joint activities. In this case, the leader always has two goals - focus on achieving business and focus on building effective relations, developing mutual trust and responsibility.

The leader must listen; use everything for two-way communication and feedback capabilities for motivating and strengthening the confidence of employees. Delegation is possible if the employees have the experience, ability, dedication and willingness to take responsibility for action. On this equal base both sides have equal opportunities to maintain two-way communication, and initiatives can come out and from the team. The manager recognizes the contribution of employees and encourages them for further development. This is the stage of full involvement when building an effective team, it is necessary focus on getting people together as a team general intentions. Aspirations become such intentions to carry out joint actions that arose as a result of awareness of them significance.

For the most part, successful team work depends on its leader. The professionalism of a leader is characterized by the knowledge, skills, traits on the presence and strength of which depends on the effectiveness activities [2]:
1) Demanding, self-discipline, tough self-control; 2) High level of competence;
3) Knowledge of modern information technologies; 4) High efficiency, endurance; 5)

Ability to analyze, select the necessary information from different sources; 6) Ability to establish business contacts with various organizations.

Worldview and erudition help the leader in the public sphere successfully solve complex issues. To this group of personal features include: education, upbringing; broad worldview; interest to politics, international issues; desire to increase qualifications, continuous replenishment and updating of knowledge. Today we realize that leadership is the ability to inspire and lead, it is a skill clearly see the path to follow, as well as the end result.

For proper evaluation of the situation and making the necessary adjustments the leader should: 1) Imagine the ability and capabilities of subordinates; 2) Know his own abilities, capabilities; 3) Understand the nature of the goals and objectives in front of the group (organization); 4) Clearly represent the needs, interests and aspirations of group members; 5) Have a clear idea of the limits of their powers; 6) Be able to evaluate and improve the quality of information, on the basis of which decisions and action plans are made and implemented.

One of the main tasks of the leader of the organization is to keep team members always in action until achieved common goal. The team must face the overriding task, the desire to solve which unites the efforts of all its members and which can be achieved only if their "burden" is carried and team, and the head of the organization. The team leader must be able to perform the so-called complementary functions of the team leader. In other words, he must be able to identify missing roles in the team and replace the personally, in order for the team to work effectively.

References:

1. Sylvia Ann Hewlett. *Executive Presence: The Missing Link Between Merit and Success*. Alpina Publisher. 2019. 240 p.
2. M. Kets de Vries. *Leadership mysticism. Development of emotional intelligence* ISBN 978-5-9614-6252-4. Alpina Publisher. 2017. 276 p.