

An effective team as the key to organizational success

Eva Olivia Shcherbakova

*student of ukrainian-austrian program,
«KROK» University, Kyiv, Ukraine*

Iryna Petrova

*doctor in economics, professor at
marketing and behavioral economics department,
«KROK» University, Kyiv, Ukraine*

Olena Bielova

*PhD (in economics), associate professor at
marketing and behavioral economics department,
«KROK» University, Kyiv, Ukraine*

Nowadays, business updates are not just necessary for organizations, moreover, it is simply impossible to achieve success without them. Any organization or company for successful existence and development needs a cohesive effective team that has common goals, common objectives, and takes responsibility for the final results in work.

Team building is the rallying of all employees who are aware of the mission and strategies of an organization or company. People who are able to make effective decisions together. At the same time, each of the team members must accept their shortcomings, through compensation for the work of other employees, and turn their advantages into a competitive advantage. The main goal of team building is to achieve the set goals, both personal and strategic [1].

The idea of team building has come into business since ancient times. Even in ancient Rome, special events and games were held to maintain the fighting spirit and cohesion of soldiers in the troops. Such competitions developed stamina, resourcefulness, and fortitude in the soldiers well. Similar competitions were held in ancient Greece as well. The team building was so strong that the solidarity of the soldiers to their homeland remained strong until death. The story of the 300 Spartans is a prime example of this. Thus, we can find out that team spirit takes a significant place in team building. Every person, every employee who comes to the company and remains in it, must sincerely want to be here and develop together with the company. When people want to do better and achieve more, they enjoy their work, thereby increasing efficiency in this or that business.

Team-building training will help to reveal the team spirit. The secret of success is in the synergistic effect; it is this effect that arises during training. This is due to the fact that the physical and intellectual efforts of the entire team are increased by 6 or even more times. The multiplication of efforts allows a close-knit team to cope with all the tasks that are too difficult for a standard group. This is the advantage of business training and team-building training in particular. However, in order to achieve the maximum effect from training, these events must be professional, they must take into account the specifics of a specific activity and a specific team, as well as each individual company. In short, effective training is those activities that are

developed only by experienced and qualified specialists.

The creation of a team involves not only teaching people the appropriate skills and abilities but also changing their system of views and values on interaction, the overall goal of the team, and communication, which is much more important.

The success of a company undoubtedly determines communication skills-positive and productive communication attracts its own audience to the business. To prove reliability, employees must be as honest as possible in the information provided and accurate in calculations and forecasts, this is very important. To do this, you always need to keep abreast of all events and improve your professionalism, which is also worked out in team-building training. Confidence in the positive dynamics of business development gives the team feedback from satisfied customers, their recommendations and the result obtained-this is exactly what stimulates the team to new achievements. This is one of the most powerful types of motivation for each participant in the process in the team.

A strong team is always a large and varied palette of completely different personalities. Each of them must have their own individual motivational scheme. But studies show that it is the non-material motivation that can motivate employees to work in a team. Therefore, of course, incentives such as bonuses or bonuses give an employee a strong impetus to take the right actions, but if you look at the picture globally and take a more general approach, then only the intangible goals in the team, which I described above, will give the best effect for the development of the company.

After the leader in the company has set a general vision of the direction in which the team is moving, set specific goals and step-by-step actions to achieve it, the next step is the distribution of roles.

Each employee must clearly understand their duties and areas of responsibility, therefore, each team has 9 roles [2]: an idea generator-usually a person who is inventive, has a good imagination and is sure to be able to solve non-standard problems, find a creative approach in everything; resource explorer-an enthusiastic, sociable element in a team, for whom mindfulness is the main skill; a coordinator is someone who knows how to clearly formulate goals, calculate steps and actions for their implementation, his task is to promote specific solutions and delegate authority; an organizer-it should also be a person with ideas, who is inventive, has a rich imagination and will find an approach for any situation; an inspector is a shrewd person in a team who has exclusively strategic thinking, sees all the alternatives, weighs every step and is an inspector by nature; a team player is a diplomatic and receptive element in a team, sometimes too emotional, but also important; a performer is a disciplined, reliable, conservative and probably the most effective person in the team; «closer»-a diligent and conscientious employee who looks for mistakes and omissions, controls the deadlines for the execution of orders and monitors all deadlines; specialist-a professional in a narrow field of knowledge in a specific area or section of the business.

In addition to the forms, principles, and roles in the team, the team form of management should be demanding. This factor directly affects the effectiveness of the implementation of the designated tasks, as well as directly coordinates or improves

the ability of individual participants to work together.

The organization of leadership directly depends on the professional area in which the team works, the goals set for it, the professional skills of the team members, and much more, but it is usually customary to distinguish three main forms of management: the first option is the form when the team is controlled by a leader; the second option considers a form where everyone performs the task assigned to him, where the opinions of each employee are taken into account, but it is the decision-making that is entrusted to the manager; a third option is a form where decisions are made at the general counsel of the group, taking into account the opinions of chief specialists, assistants, leaders, and the opinions of all employees.

Also, many experts in team building advise answering various joint activities as an important component of the company's internal culture. This can be sports events and morning briefings, corporate parties, or other team activities. In this idea, it is important to preserve the basic element-unity. If employees of the company, for example, get together every week and play football, but there are also those who do not want to play or do not know-how, such people should still take part in the event and come to cheer for their colleagues. As a result, there is an inspiring atmosphere in the team, where everyone supports and participates in each other's life, which forms the personal and team achievements of employees and, in the end, the result gives confident growth and development of a healthy business.

All these qualities and activities must be combined and developed as a whole because one does not work without the other or does not work well enough. Corporate events within the team, meetings with colleagues from competing companies, social events with other business leaders, business training, systemic incentives, the motivation of the entire team-all this expands the horizons of employees direct them to the growth of each of them, and therefore the company as a whole.

Ключові слова: team, team building, effective team.

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