OUTLINE

Team Management

* Team working remains a common aspect, especially in engineering or technical environment.
* As an IT engineer, I have always worked with other organizational members, especially during long term projects or product development.
* Typically, effective teamwork forms the foundation for most current technical operations. Working in a team environment could be advantageous or negative depending on the outlined tasks and type of members within the group
* Having worked within different team environments, I have experienced both the negatives and positives of such environments.

Positive experience

* Perhaps the most positive experience that I went through while working in a team environment was the support each team member gave me while working on the company’s networking system project.
* As an IT engineer, the company would ask me to work under strict deadlines, which usually results in company losses.
* In some cases, this could be challenging, especially when the workload is extensive or the production team is uncooperative.
* However, working with a proficient group was instrumental in increasing morale since all members seemed to support each other
* Through the team’s support, I tackled or addressed the most challenging issues within the project since we could draw on the team’s knowledge, experience, and collective skills.
* Often solutions that the team seemed to propose had greater credibility, thus making it easier for me to handle my IT project with minimal challenges.
* Working collaboratively during the project was also essential since members could learn from the most skilled team members through observation (Tannenbaum, & Salas, 2021).

Negative experience

* Despite the positive experience I had within the team environment, I also had a few negative experiences while working with the team.
* First, I realized that some members are better at working independently.
* This was a negative sign, given that the project needed a combined effort from all the team members.
* In the end, it created personality clashes and reduced innovation in the project.
* Personality clashes, in this case, meant that some members would end up conflicting over a fundamental incompatibility, especially in their differing personalities.
* I realized that personality clashes within the team environment were enhanced by mistrusts and disagreement among the members.
* The team’s unity was marred by blame and responsibility issues, especially among the members.

**What went right?**

* Experience within the team environment turned out positively because the team leader focused on getting every team member to work together.
* Dealing with a massive team can sometimes be challenging, especially when there is no proper leadership.
* Despite the personality clashes, the team only thrived after the leader ensured that all members worked as a team and reinforced the most crucial purpose to the team.
* The other aspect that went right while working with the team was that team members would assist each other understand their role and position
* Understanding their position, especially in any team environment, remains essential since it allows all members to work collectively during task performances, thus completing the project with minimal difficulties
* Different team members usually contribute diverse perspectives within the team.
* The synergy among the members enhances productive results and creativity in the project.
* Having exemplary leadership was also instrumental in ensuring that all members remain on board the project.

**Improving the experience**

* The management could improve such an experience in various ways, including improving the communication among the members.
* Here, the team leader must ensure that each member is given the right platform to communicate without being dismissed
* This means that the leader must always ensure that the communication aspect remains a two-way street across the team
* Having a clear and practical team objective is also essential towards having a positive team.
* A team’s purpose or objective should always be the first step while setting up a group.
* This would ensure that members can work towards a specific purpose.
* It is also advisable to develop different teamwork recognition programs.
* In teamwork management, such programs could be considered positive since they foster team learning and creativity.
* The program amalgamates the team’s complementary strengths, thus allowing the team to work effectively.