

Different Team Management Approaches for Current Day Organizations

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1. Introduction

Team management focuses on inspiring a group of workers to collaborate around a common objective. Different team management approaches lead to different goals being achieved. Team leaders have a responsibility to assist team members in a constructive, encouraging, and motivational manner.

Team management is the process of bringing a group of individuals together to work well as a team and accomplish a common objective. Teams are crucial components of productivity in an Organization, because many tasks require more than one person to complete the task. Teams and managing teams are essential to a company's ability to function.

2. Different Team management Approaches

Naturally, team managers employ a variety of management philosophies. A person's temperament, character, features, the demands of the team members, and the amount of work to be done are some of the variables that influence the type of team management style that is employed. Following are some of the team management approaches which can be applied by a team leader in an Organizational Team:

i) Persuasive

In Persuasive Management, You will normally be the authority on the topic matter you are leading. You'll persuade your team of, the value of their effort, and the merit of your goals and ideas. This management approach can be beneficial if you're managing upward, where you'll be giving professional advice to more senior co-workers.

ii) Consultative

As the name implies, managers collaborate with their teams to find answers, develop strategies, and reach conclusions. This management approach prioritises team building and increases employee involvement in decision-making. When a team manages in a consultative manner, the employees feel appreciated and valued.

iii) Collaborative

The goal of collaborative management is to unite personnel, managers, and executives in work and responsibility. This approach can encourage both personal and professional contentment, which makes it more frequent for excellent work to be consistently created. Also, it is customary for team members at all levels to communicate openly and naturally exchanging ideas and knowledge. It is most common in non-profit organisations.

iv) Democratic or Participative

By utilising a democratic management approach, managers involve staff in the decision-making process by listening to thoughts, taking proposals into consideration, and spending

time discussing issues with them. Employers' ideas are taken into consideration by managers as they combine their own.

v) Authoritative

Managers who are clear about their goals and have a strong vision may adopt authoritative management techniques. Managers alone make the decisions that everyone must abide by in this style.

vi) Transformational

Innovation, inspiration, and motivation are the driving forces behind transformational leadership. Employees are frequently encouraged by their managers to set goals and reach the goals. A democratic and open work atmosphere is created by including employees in decision-making. It is common to find transformation managers in the technology sector.

3. Essentials Skills Required for Team Management

Team management calls for a certain skill set that combines technical and interpersonal abilities. When you work with various types of people and groups, managing a group of people successfully involves adaptability, flexibility, and outstanding communication skills. Your capacity to lead a team may also be impacted by group dynamics. Based on the teams you oversee and the goals and objectives of your business, you should be prepared to adapt and adjust your management style. Following are the skills required for current day team management:

- ❖ Technological Expertise
- ❖ Usage of Project Management Applications
- ❖ Data Evaluation and Analytics
- ❖ Expertise Particular to Specific Industry
- ❖ Marketing
- ❖ New Product Creation

4. How to Manage Creative Teams

For managing creative teams, one should keep the team away from routine administrative work, allow new ideas, give challenging tasks, encourage open communication, allow research and exploration, encourage creative problem solving, and also encourage risk taking ability of the members.

5. Conclusion

We have all heard the saying, "Together we stand, divided we fall," and each of us needs to uphold this idea of unity in order to comprehend the importance of cooperation. Healthy competition in the workplace increases employee productivity and helps businesses achieve higher levels of profit. Thus, Different Team Management approaches discussed and the skills required for team management are useful to run a business effectively.

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