

SELF-MANAGED TEAMS

ABSTRACT

A **Self-Managed Team** is an autonomous group of individuals who carry forth a common goal with the absence of a formal leader. In this team configuration, members are given the collective authority to form their own practises and day-to-day processes. An effective self-managed team will have proactive co-ordination amongst their members to successfully take on the responsibility that would usually be left for a leader.

Like any other team arrangement, self-managed teams come with both its benefits and challenges. Therefore, it is imperative for organizations to understand the fundamental functions of self-managed teams and how to utilize them to their greatest potential. This research paper discusses the most prominent issues facing self-managed teams, drawing on various theoretical perspectives and studies. In its conclusion, a list of recommendations are provided detailing how organizations can effectively resolve and prevent these issues from occurring in their own self-managed teams.

ISSUES

Problem of Concertive Control
Accountability
Abuse of Authority
Trust
Leadership



<http://adigaskell.org/2014/06/30/how-to-stop-an-icy-relationship-sinking-your-team/>

RECOMMENDATIONS

Move from a competitive (control-based) to a cooperative (commitment-based) orientation

- Increases worker involvement through major changes in roles, responsibilities and objectives

Develop the team's collective emotional intelligence

- High collective awareness within self-managed teams help build a positive and healthy working team environment

No-blame policy

- Encourages trust and allows team members to speak openly about their mistakes without the fear of being criticized

Group Exercises

- Increases team cohesion

Ongoing constructive feedback

- 360 degree feedback, group meetings (include angel's advocate)

METHOD OF RESEARCH

A collection of peer-reviewed journal articles and books



<http://ilovesmbiz.com.au/building-a-great-small-business-team/>

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