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Case Study #3

### Management and Teamwork

A lot can be learned from working in teams. It helps to identify your own personal flaws when working with others but also shows what you are good at doing when dividing the work amongst each member. This also relates to management as such that a manager may have a variety of duties, but may also focus on some smaller tasks of their own.

The book defines management as one or more managers individually and collectively setting and achieving goals by exercising related functions (planning, organizing, staffing, leading, and controlling) and coordinating various resources (information, materials, money, and people). Over the course of the semester I have learned how management deals with goal setting and achieving like stated above. Management is about getting your subordinates to work together to achieve mutually beneficial tasks. This may be done by working in teams or working separately to accomplish a larger task. The subordinates may not realize how or what they're doing relates to the overall picture but it is the management's job to see the overall picture and put the pieces together.

After working in my group and conducting our interview I have learned that management is a lot of give and take. You have to have patience and understanding

when dealing with subordinates. Also, I've learned that each employee under you may have to be dealt with differently so as to get them to do what you want and when you want. Everybody must be dealt with differently as pertains to how they respond to authority and pressure.

According to the book, a team is a group of two or more people who interact regularly and coordinate their work to accomplish a common objective. There are four stages of development for teams: forming, storming, norming, and performing. The forming stage happens when the members first come together and get acquainted with one another. Next comes the storming phase which is where the differences in people's personalities start to clash and arguments may arise. The norming stage takes place when the team comes together after their disagreements and become more cohesive as one team instead of separate individuals. Finally there is the performing stage which is when the team starts making progress towards accomplishing their goals and the team members interact well.

I believe my team has gone through these stages throughout the course of the semester. Once assigned as a group, we went through the forming stage. The storming phase took place when there were disagreements about whose manager we would interview and why each member thought that person as a good choice for our project. We went through the norming phase as we rationally decided on whom to interview and became cohesive once everyone came to a mutual decision. The performing stage has been the most in depth as with any teams, there were some issues. Although we were performing well with getting the necessary information done, time management became an issue for us as we all have conflicting schedules.

Overall, I have enjoyed my time in both this course and my group and believe I have learned a lot when it comes to both management and teamwork. When it comes down to it all the work being done can be looked at in terms of a process of being a team as each person's duties impacts somebody else's ability to perform their own job and complete their task for the overall picture.