

PROJECT WORK – TEAM VISION

HOW LEADERSHIP IMPROVES TEAM BUILDING

Who is a leader?

A leader is someone who inspires, motivates, and guides a group of individuals towards a common goal or vision. A leader may possess a variety of qualities, such as integrity, vision, empathy, communication skills, and the ability to make difficult decisions. Leaders can be found in various settings, including businesses, non-profit organizations, governments, and communities. Effective leaders are able to bring people together, build relationships, and create a sense of purpose and direction.

Leadership

Leadership is an individual's competence to influence their teammates, i.e., it is the ability to frame effective plans and influence others to deal with all the difficulties efficiently with proper guidance. It requires a clear vision of the desired goals and an ability to explore the various path

Leadership is the powerful combination of Building Trust and Achieving Results. The essence of leadership is to move from a comfortable command and control approach to the uncomfortable requirement to become an empowerer, a coach, a facilitator and an educator. The transformation in leadership is to change to more thought, greater flexibility, more anticipation and less direct control.

Leadership Qualities

1. Selflessness: The base and the heart of leadership quality is selflessness. The leader should set his objectives without being selfish and self-centric. The other two elements that a leader should have along with selflessness is are character and knowledge. Leaders, by the energy of their character, get the job done by managing people suitably. And on the ground of their knowledge, decides what to do in any circumstances. Sheer character not assisted by knowledge puts a ceiling in a leader's capability.
2. Courage: The most astonishing human quality that a leader must retain is the courage to face the situations and take responsibility for success and failure of the decision taken by him or by his/her team members. A good leader is the one who has the courage to take responsibility for failure but gives credit to his/her team when succeeds.
3. Will power: Will power is a quality which is uniformly required in all prominent leaders. Thousands of difficulties emerge, and failures took place while executing plans. A good leader should have strong willpower to face hurdles instead of getting disappointed with failures while implementing the plans. The strong will power of a leader boosts his/her teammates will power and encourages them to give their best.
4. Efficient communication: Good communication is the key to become an admirable leader. The logic behind it is clear if the leader carries all types of leadership qualities, yet if he fails to communicate properly, he will never be an admirable leader.

5. **Knowledge:** Leaders learn by way of their exertions which build up their knowledge. They intensify their experience by working in the department of work which can't be interchanged by any device. A leader is also enforced to have a knowledge of handling people; although, appropriate knowledge of job also strengthens the confidence level of the leaders.
6. **Honesty and Integrity:** Honesty and integrity are the priceless assets of a leader and treated as the most commendable attribute of a leader. The leader should be honest with both his employees and the management of the organization. A leader should always keep their integrity above all else as once it ruins; it gets lost forever.
7. **Consistency:** Leadership effectiveness without consistency is illogical. The path of every leader is rare to oneself. Consistency helps in attaining a leadership position; however, it is not the only approach for effective leadership; it works along with other aspects of good leadership quality. A good leader can correct the rough spots but never let their team confuse by displaying inconsistency in his/her decisions.
8. **Visionary outlook:** It is one of the unique traits of the leader. They must be competent to look further where the company is standing today, recognize where the business is moving, and use that perspective to run the company ahead.

Feature of a Team

- **Common Goal:** The members work to achieve a particular team objective.
- **Team spirit:** The enthusiasm of the members to reach out the team goal is always high.
- **Trust:** In a team, individuals believe and rely on each other's capabilities and skills.
- **Leadership:** There is a clear leadership within a team, and the selected team leader heads the activities.
- **Mutual Accountability:** Each individual is equally responsible for the underperformance and failure of the team.
- **Interdependency:** The actions of the members within a team are jointly dependent on that of other members.
- **Defined Roles:** Every individual in a team, has been allocated specific roles or responsibilities to accomplish.
- **Streamline Direction:** The team leader is the one who shows the way to the members and monitors their operations.
- **Collaboration:** There is a high degree of synergy or coordination among the team members.

Team work

Team work is the ability of a group to work together as a single unit to a common goal. Teamwork brings people together (the bonding agent) and motivates them to rely on one another to get things done.

Teamwork also makes progress easier (the lubrication) and allows the group to overcome obstacles that would have stymied an individual. Without teamwork, none of that would be possible.

Challenges of Teamwork

1. Ineffective leadership

For teams to work together effectively, they need leaders who can guide them, offer their insight and encourage collaboration on a consistent basis. Therefore, ineffective leadership can result in teams feeling disconnected and unmotivated, which can greatly impact their ability to work together. Leaders can take charge of such situations by offering more opportunities for teamwork, helping team members develop their skills and finding ways to incentivize successful collaboration.

2. Goal confusion

Successful collaboration often begins with the establishment of shared goals that team members can work toward together. With this, teams may experience challenges if they don't fully understand the objectives of their work or agree upon them. To overcome goal confusion, teams can establish a standardized protocol for setting goals, analyzing them and outlining workflow to achieve them efficiently.

3. Communication gaps

Working alongside other team members requires professionals to have strong communication skills that allow them to connect with colleagues, explain their perspectives, listen to others and relay expectations. Communication gaps can result in team members lacking clarity about expectations and their responsibilities. Teams can work deliberately toward honing their communication skills to fill these gaps and collaborate more effectively.

4. Lack of trust

To work together toward a set of shared goals, professionals on a team often need to trust one another and develop respectful relationships through which they have confidence in each other's abilities. Without trust, team members may not feel comfortable offering feedback or sharing their perspectives throughout collaborative activities.

5. Team size

Small teams—those that consist of three to six professionals—often collaborate more efficiently than larger teams. This is because smaller groups usually have more opportunities to interact with one another, develop healthy relationships and share responsibilities equally.

6. Poor conflict resolution skills

While teams may face conflict as they work collaboratively toward shared goals, it's important that professionals know how to find resolutions and move forward together. Without conflict resolution skills, this can be a challenging feat. In order to overcome this barrier, teams can practice resolving conflicts together through targeted professional development workshops and in real time using a predetermined process for doing so.

Why Team building is important?

- It enables employees to learn from others and develop new skills.
- Working in a team helps employees take on leadership roles and see their team members fulfill their responsibilities.

- To perform and achieve their goal, they need to arrive at a consensus before making any decisions

Obstacles in Team building

1. Lack Of Trust Between Team Members

Mutual trust between team members is the foundation to success. A lack of trust creates a toxic culture. Collaboration and communication become much harder, and the team is likely to break down altogether. However, trust is not something that just happens. It needs to be nurtured over time as colleagues get to know each other and develop connections. And it also requires the right conditions in which to grow.

2. Poor Communication

Ineffective or poor communication is often the root cause of project failure. A colleague that acts independently and doesn't share information jeopardizes the whole team's output. Similarly, poor communication from managers affects morale and leads to conflict and tension. Nowadays, more effort needs to go into communication with distributed teams common in many workplaces. When your team members are no longer in the same building, transparent communication is even more vital. However, digital technology has made it easier to maintain open communications, regardless of location.

3. Role Confusion

Overlapping responsibilities or confusion about specific roles causes mistrust and chaos. All this confusion threatens the team's cohesiveness and ability to function.

4. Interpersonal Conflict

Differences of opinion and personality clashes are among the most common challenges in team building. As the manager, the golden rule is not to ignore these disputes. Sticking your head in the sand and hoping it goes away will not resolve anything. Neither is it a good idea to play the blame game of determining who is at fault.

5. Tackling Poor Performance

Inferior performance is another challenge in team building that you cannot ignore. Turning a blind eye to performance issues will only drag down the whole team's motivation. So, don't delay in having those difficult conversations with individuals

6. Over Dependence On The Team Leader

As the manager, it can sometimes be difficult to let go. It's tempting to retain control even over the most minor details. While it's easy to fall into the trap of doing everything yourself, this mindset negatively impacts team building. Rather than micromanaging, all the best managers empower team members.

7. Poor Work Environment

To be effective, teams must have the right tools in place. This means having the appropriate hardware and software to get the job done. It could be project and task monitoring software or file-sharing and communications via the intranet. It could also involve having a quiet place to work and meet. And for virtual teams, it means having quality communication devices and methods, plus clear protocols to support collaboration.

8. Ineffective Team Meetings

Unnecessary, time-wasting, unproductive meetings are a regular complaint from team members. Staff can become frustrated when their valuable time is diverted from getting on with

more productive tasks. Of course, regular team meetings are vital for communication and project management.

Overcoming Obstacles in Team building

- Take the pain out of meetings. We have all experienced meetings which have been a waste of time and effort
- Delegate effectively
- Handle personality clashes
- Deal with poor performance
- Develop strong collaboration
- Build trust.

How leadership improves Team building

Put simply, leadership is important in team building because leaders guide teams. Leaders do not merely give instructions to individuals, but rather decide the direction of the group by informing the collective action. Team colleagues then bring that vision to life by working together as a team.