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# Solutions To Create A Successful Teamwork

## ABSTRACT

Effective teamwork must go through many different ways. It begins with the interaction between two people or a group of people for a common purpose, rules to build a group's success. It will help developing team skills, improve communication and teamwork. The article outlines the conditions and benefits to bring the group to the desired outcome. In addition, the article cites how to maintain effective teamwork including many environmental factors, group rules, leadership, punishments, and conflict resolutions. Based on teamwork to speed up work process, compensate the opponents' shortcomings, create consistent results and bring success to the project.

Keywords: teamwork, conditions and benefits of teamwork, effective teamwork, succeed teamwork.

Nowadays, with the strong development of everything, life becomes busier and busier, the workload is increasing greater than ever; It seems impossible for an individual to handle all kinds of jobs. To solve this problem, people need to cooperate to create a team with a strong spirit, promote each person's strengths, complete the work in the most effective way. Since then, teamwork has become one of the most important factors in every person's work and life. Regardless of where, from home, school to company, people cannot handle everything on their own. Therefore, people need to create more interaction and cooperation, to handle big tasks that we often call teamwork. However, not every individual can build a team with high spirit to lead the team to its success. Everybody must know the factors to create an effective teamwork in order to work things out.

Teamwork is the association of a group consisting of two or more individuals with the ability to build a specific job, a task. Team members will provide support and share their work together. People need to listen, self-reliance, humility. A group is not only just a combination of people but also needs to put the group's needs to their first (Kaedujn, 2018).

When joining a team, an individual barely knows what to expect or how to make a good impression. There will be questions such as "will this be a positive or bad experience?" or "will the members get along together and work hard?", etc. People mostly enter a team with their highest caution. Every individual will consider their personal goals and team's goal during forming stage of a team. Each member in this stage is still tentative, unfamiliar, uncomfortable with others, they will try to create relationships, find their roles, and trying to be accepted by the rest of the team.

The first step is the most important step (Backley, 2012). To succeed, everyone has to start with some small details. If a person starts with carelessness, failure is almost impossible to avoid. To build a strong and effective team requires a combination of members. Therefore, each person must create conditions and rules to help the others accomplish the group's goals and achieve their own achievements. Moreover, there are three basic elements to forming a group that is able to work effectively.

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First of all, the overall goal of the group is the basis for the team to be effective. In a group, when a project is identified, people need to find out what should be the general direction to working on. If there is no clear goal or target, the team members will mostly follow their own ideas. As the result that everyone can be able to see, everything will become chaos. To solve this problem, members of a team need to choose a right, fair and responsible leader. He or she will set a common goal for the whole team. Leaders do not need to force a member to follow the whole process of the other members. In other words, leaders need to have their own strategies to work better and ensure that the rest of the members can focus on performing effective tasks. Individuals need to be aware of the goals of the whole organization instead of focusing on individual views and working together to achieve common goals. The group needs to understand the goals and commitment for that purpose. Having clear orientation and unity of mission and purpose is very important for effective teamwork. If the group has clear expectations about work, goals, responsibilities and results, group activities will become smoother. Moreover, establishing common goals is important because it will allow people to connect, helping to solve individual's mistakes, helping to enhance the creativity and development of their communication relationships (Brown, 2014).

Secondly, the works need to be separate equally, reasonably, and effectively, which should be able to ensure the appropriate work and responsibility of each individual in the group. It is not fair for a person to do too much, while the others just looking and waiting for the results. To be fair and benefit every member when working in groups, leaders need the help of everyone. Most of the time, an individual often chooses to do the easiest, most simple parts and give the harder parts to other members. Controversial members should be avoided, if this happens, try to separate the work according to each person's strengths and responsibilities. According to Capozzi, after the team leader reviews the work, the feasibility of the project and then determines which one is suitable for each person's strengths (This is one of the prerequisites that helps teamwork become fair and favorable. Try to avoid overlapping authority. For example, if there is a risk that two team members will have to compete for control over a certain amount of work, try to divide the area into two separate parts and assign control of each area. for each member based on each person's strengths and personal trends.), then leaders will clearly assign each person's tasks and responsibilities (Capozzi, 2008).

Finally, one of the most important factors that need to be done to create good teamwork is resolving opinion conflicts as well as ideas among individuals in the group. During a meeting, the debate between the members will take place and the leader should be the one who resolved. There are two types of conflicts: positive and negative. A positive conflict means that each member gives his or her opinion, the rest will be the reviewer. After all, their goal is to gather new possible ideas, help people easily access and increase interest in their work. It is a good expression because this type of conflict creates an opportunity to develop each person's communication skills, reasoning, logic, and creativity. On the other hands, negative conflict will reduce members performance. Avoiding negative, envious or malicious emotions. Do not participate in inefficient or unhealthy discussions. Instead, you should encourage creativity, innovation and different perspectives. Do not use critical words, blame others. In addition, this conflict also has a long-term impact on group relationships, which can destroy a team quickly (Townsley, 1997). One of the things that teamwork skills need is to resolve conflicts in the group. Even for important issues, if you know how to handle them professionally, it will cause less harm to others, you should not leave disagreeable opinions affecting the results of group work. The group should agree on the process of reviewing, analyzing, evaluating, and resolving group issues as well as conflicts, should not support personal conflicts or division of clans when

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conflicts occur. Instead, group members need to address a common solution. If a conflict ever occurs, every member of a team including their leader needs to find a way to handle, review, evaluate, and make an immediate conclusion. Without the help or agreement of any individual, no division of work will make the atmosphere more stressful. Instead, members should find a common solution for the group without receiving disagreements from individuals in the group.

All in all, work in teams is like solving a jigsaw puzzle where each member is a piece of a puzzle that needs to be solved carefully. Each member needs to support and must get in together to see the bigger picture. On the contrary, they will become deficient without harmony. One more thing, always thinking, to get good results, every member has to agree with each other, even if there are other opinions. You should link the group into a unified unit, the team needs to work on a common platform. The whole organization needs to have initiatives and organize constructive feedback sessions, and monthly meetings and exchanges to strengthen connections within the group. Why do companies often work in groups when approaching projects, developing products and goals? In fact, the more different points of opinion in the group, the more bold the idea is, the higher the ability to break the success of the projects.