



SelfDirected Work Teams

Self directed work teams are defined as a small number of people with complementary skills, who are committed to a common purpose, performance goals and approach, for which they hold themselves mutually accountable (Katzenbach & Smith, 1993). Collaborative self directed work teams can get complex projects done at faster rates than the traditional boss-worker arrangement, because the decision making process is made faster and more effective in a team. Empowering teams to make decisions about their work also enhances satisfaction and reduces turnover (Berger, 1998).

Self directed work teams involve employees in a specific area, or those who are working on a specific product or process. Self directed work teams can be any size, but are generally not more than 12 to 15 employees. The work team makes the decisions that would normally be made by a supervisor or manager, and might interact with the company's suppliers and customers, whether they are inside or outside the company. In some companies, self-directed work teams will also take over many of the human resource functions as well (Cotton, 1993).

Self directed work teams have also become one of the more changing approaches to employee involvement, and has been increasing in popularity within the last several years. Companies such as Proctor & Gamble, Digital Equipment, General Mills, Federal Express and other well known companies, are reorganizing their employees into self directed work teams. In a recent survey, 476 Fortune 500 companies found that although only 7% of the work force is organized into self directed work teams, management at half of these companies said that they will be relying on them more in years ahead. (Cotton, 1993).

Establishing Self-Directed Work Teams. There are nine basic steps in establishing self-directed work teams. 1. Developing a shared vision, 2. Empowerment, 3. Training, 4. Presence of a supportive culture, 5. Developing performance expectations and feedback, 6. Establishing boundaries, 7. Developing an appropriate pay system, 8. Constructing the appropriate physical layout of facilities (where applicable), and 9. Developing friendly union interaction. (Berger, 1998),(Cotton, 1993).

1. Developing a shared vision. A well-developed mission statement for the team is needed to provide for the direction of the team's work. A common vision of leadership must be in place and has to be supportive by everyone in management, with a complete understanding of the concept of teams. Along with this vision, the entire organization has to thoroughly prepare itself to change its culture to support the teams. The change has to be done in a series of incremental steps so that everyone will understand the vision and the philosophy of the process. The reason for this is because employee attitudes are sometimes difficult to change, and it is important that they have an idea of what they will be going through and how it will affect the way they pe

Selfdirected Work Teams A Primer

Yijin Wang



Selfdirected Work Teams A Primer:

Selfdirected Work Teams A Primer Book Review: Unveiling the Magic of Language

In an electronic digital era where connections and knowledge reign supreme, the enchanting power of language has been apparent than ever. Its ability to stir emotions, provoke thought, and instigate transformation is really remarkable. This extraordinary book, aptly titled "**Selfdirected Work Teams A Primer**," published by a highly acclaimed author, immerses readers in a captivating exploration of the significance of language and its profound impact on our existence. Throughout this critique, we will delve into the book's central themes, evaluate its unique writing style, and assess its overall influence on its readership.

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