



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 The New American Challenge

M.M. Beyerlein



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Self-Directed Work Teams: the New American Challenge Jack D. Moran Orsburn (Linda Musselwhite, Ed Zeng Ger, John H.), Linda Moran, Ed Musselwhite, 1996-06-26 Self-directed Work Teams Jack D. Moran Orsburn (Linda Musselwhite, Ed Zeng Ger, John H.), 1996 High-Performing Self-Managed Work Teams Dale E. Yeatts, Cloyd Hyten, 1998 Since the mid 1970s pressure from international competition has forced business in the United States to look for better ways to achieve and maintain a competitive position One popular tool is the self managed work team SMWT This book provides a thorough examination of SMWT both at the level of theory and at the practical level of when to use work teams to find solutions and how to develop successful teams By examining the most widely accepted theories of work team performance illustrated by 10 case studies from the areas of manufacturing public service and health care the authors define how high performing self managed work teams differ from work groups and short term teams the problems which compel an organization **Applied Organizational Communication** Thomas E. Harris (Ph. D.), Mark D. Nelson, 2008 Building on the successful foundation of the first volume this second edition has been thoroughly revised reflecting the current state of organizational communication theory and research Highlights of this edition include extensive topical coverage integrated discussion of change diversity and digital age issues in all chapters updated analysis of major issues and influences in organizational communication and real world examples Work Teams: Past, Present and Future M.M. Beyerlein, 2013-06-29 This book places current and future work team practices in historical context Researchers from 10 countries have contributed chapters that represent developments specific to their regions and that illustrate the way ideas spread around the world Some principles of effective teaming were independently discovered in different countries and some principles emerged from the work of researchers like Trist Emery and Lewin and spread around the world But all of the practices were driven by the dynamic tension between the psychology of the employee and business necessities Theories and cases describe autonomous work groups self managed work teams cell teams and other collaborative work structures Contributions to the design of such structures came from psychology management sociology industrial engineering and manufacturing Because of the challenges inherent in reorganising work around teams instead of individuals organizations are at different stages in evolving into 21st century work systems *Managing People (Including Yourself) for Project Success* Gordon Culp, Anne Smith, 1992-04-16 Project Success Everyone Wants It Not Everyone Gets It Ever wonder why some project managers are consistently more successful than others The best trained managers are not always the most effective and this book explains why It shows you in step by step detail how the integration of people skills with technical skills is crucial and how the lack of a people oriented approach is frequently the cause of project failure Based on the authors 40 years of successful project management experience this practical guidebook clearly shows how productive communication motivation and leadership skills and self management techniques can make a dramatic difference in meeting project goals Then using real life project examples and enjoyable

hands on exercises the book shows you how to build on these basic principles to develop practical communication techniques see page 22 deliver memorable presentations see page 37 negotiate effectively on projects see page 89 understand customer needs see page 210 set personal goals for improved self management see page 112 run productive meetings and training exercises see pages 147 and 297 establish clear project objectives see page 167 motivate and lead people see page 71 effectively monitor project progress see page 185 and much more The book concludes by linking all the people centered skills and techniques covered into the Total Quality Management TQM concept a system used with great success in the manufacturing sector The book shows you how to apply TQM to service organization projects Consistent project success comes when project managers focus their energy on people the ones on their project team others in their organization and their clients You will find in this highly readable professional resource the practical tools and people skills to achieve your project goals easily and enjoyably **Understanding Performance Appraisal** Kevin R. Murphy, Jeanette N.

Cleveland, 1995-01-03 Based on a previous book by the same authors Understanding Performance Appraisal delineates a social psychological model of the appraisal process that emphasizes the goals pursued by raters ratees and the various users of performance appraisal The authors apply this goal oriented perspective to developing implementing and evaluating performance appraisal systems This perspective also emphasizes the context in which appraisal occurs and demonstrates that the shortcomings of performance appraisal are in fact sensible adaptations to its various requirements pressures and demands Relevant research is summarized and recommendations are offered for future research and applications Graduate level students organizational development consultants and trainers human resource managers faculty and scholars and psychologists in human resource management as well as other professionals who conduct research on performance appraisal programs will find this book not only interesting but also a valuable resource **PERFORMANCE MANAGEMENT**

KANDULA, SRINIVAS R., 2006-01-01 This comprehensive book written from practitioner s point of view presents the theory and practices of performance management in a systematic manner The book is patterned after motivational structure of human resource comprising seven strategies Reward Career Team Culture Measurement Competency and Leadership centric performance management 14 interventions and 140 drivers It discusses in detail important topics such as the 360 degree feedback the balanced scorecard six sigma implementing performance management model appraisal system which are essentials of successful performance management Key Features Presents in detail the theory of reward culture career competency measurement and leadership in the context of integrated performance management model IPMM Discussion questions case studies and key words are added in each chapter for better comprehension This concise book is primarily intended as a textbook for postgraduate students of management with specialization in human resource management including organization development industrial relations and training and development This is also highly useful for professionals in the field as a handbook for driving performance management step by step **Consultation Skills for**

Mental Health Professionals Richard W. Sears, John Rudisill, Carrie Mason-Sears, 2012-06-26 Consultation interventions are an increasingly popular alternative to clinical practice allowing the practitioner to interact with and affect many different individuals and organizations This type of work challenges mental health professionals drawing on all the skills and resources they may possess yet also offers some of the greatest rewards and opportunities for service Filled with numerous case examples and checklists Consultation Skills for Mental Health Professionals contains a wealth of information on this important area of practice It provides a comprehensive source for working with a diverse clientele in a variety of settings discussing both traditional mental health consultation models and the fast growing field of organizational consulting The guide is divided into four parts Individual Level Consulting Issues takes up individual career assessment and counseling along with how organizational contexts affect individual jobs leadership management and supervision executive assessment selection interviewing and development and executive coaching Consulting to Small Systems discusses working with teams and groups planning and conducting training and teambuilding diversity in the workplace and in consultation Consulting to Large Systems covers how to work with large organizations including organizational structure terms culture and concepts as well as processes such as change and resistance how to assess organizations and the characteristics of healthy and dysfunctional workplaces and issues involved in organizational intervention Special Consulting Topics include issues such as the practical aspects of running a consulting practice the skills required for successful clinical consultation consultation services for special populations and crisis consultation including critical incident stress management psychological first aid disaster recovery media communication and school crisis response *Corporate Communication* Michael B. Goodman, 1994-01-01 Communication has become more complex as businesses compete globally This book explores corporate communication as both a professional practice and as an academic discipline The essays and case studies provide numerous perspectives on topics such as diversity sexual harassment global corporate communications and communicating corporate culture These essays are meant to stimulate thought and encourage additional research

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