

Effective team communication

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One of the problems affecting team communication is as a result of position where a person communicates as an individual instead of considering other members of the team. Another issue is lack of consideration; people have different backgrounds which is as a result of religion, culture, and education. Communication breakdowns might arise when team member pass either verbal or written information without considering these different backgrounds. One of the best methods for solving communication issues in teams is carefully listening to other people and realizing that all opinions carry the same weight (Campbell, 2015). When it is difficult to find communication solutions, it is essential to consider alternatives that mutually benefit the conflicting parties.

There are three types of team mental models. The first one is the task-focused model that focusses primarily on what is necessary to complete a task. The second is the team-focused model which entails skills and interpersonal requirements of the members; this is necessary for helping the team function smoothly as a unit. The third one is the trans active-focused model; team members depend on the memory of their colleagues to supplement what they do not know. The models can be used to ensure effective communication through clearly defining goals, understanding the members' strong and weak points and spreading information to ease the process of handling duties.

Different conflict strategies apply to different situations, the best approach to implement is collaborating which entails looking for solutions which benefit all team members. However, in instances where this method does not solve the problem, compromising should be considered when it is for the greater good of the team, in this method, the demands of the minority are sacrificed to meet the needs of the majority. The most appropriate mental model to use is the trans active-focused model as the members depend on each other to assist in accomplishing tasks; this results in stronger team bonds.

Managing team intelligence strategically requires considering different perspectives each member brings and using these perspectives to make a positive influence on the team; this can be achieved through cooperating.

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References

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