

Team Performance and Productivity

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A team that performs well and has high productivity has all its members aligned with a common successful goal (Rickards, & Moger, 2017). The team's goal is usually competence in talent and skill delivery, and a well-developed mutual understanding between its members. Members of a successful team are goal oriented, time conscious and reliable. Therefore, this essay aims to analyze our team's performance and our employee reliability.

Our team's performance report analysis is as shown in the table below.

Report analysis findings	Models/ methods of addressing the problem
Time unconsciousness	<p>The report revealed that our team members are not good timekeepers. Poor timekeeping is the critical issue that has caused the team to be behind schedule for a long time.</p> <p>Members arrive at meetings late and leave earlier than the recommended time.</p> <p>To ensure every all member keeps time, and we will implement an attendance register method to save time. Each team member will need to clock in and sign an attendance register before beginning meetings. For our team to function effectively, then it is just that all members keep time.</p>
Conflict between members	<p>The report indicated that there is a misunderstanding between our members. Our members disagree to the extent of not talking to each other after meetings.</p> <p>Therefore, there is no way we will succeed if we are divided.</p> <p>Unity is of paramount importance for our success. Therefore,</p>

	<p>for effective performance and coordination, various methods of resolving conflicts shall be applied. These methods are Arbitration, mediation and negotiation will collectively be used.</p>
<p>Selfishness, disunity, and lack of cooperation</p>	<p>Our team is unable to achieve its performance target of 90% because of disunity and greed of some of our members who are not willing to share ideas. The group ought to have unity, and all our members are required to cooperate and share ideas. We can only succeed through sharing ideas the best way we ought to share our thoughts is through afternoon seminars and educational training. Members are required to be free with each other during our meetings.</p>
<p>Laziness</p>	<p>We are unable to achieve our target performance because our members are lazy. They do not want to attend conferences, and also they do not want to work harder for the success of our team.</p> <p>We have established a system that will oversee members who do not want to attend meetings. We will not tolerate any member who comes to meetings and spent all their time on social media, they will be chased away and their membership contract terminated.</p>

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The productivity score shall diagnose our team's performance. Currently, the productivity score for our team is 68%. Once the score increase to above our target, 90%, and then the team will be faring well.

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Reference

Rickards, T., & Moger, S. (2017). *Handbook for creative team leaders*. Routledge.

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