

LEADERSHIP AND TEAM BUILDING TRAITS FOR ORGANISATIONAL SUCCESS

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BONAFIDE CERTIFICATE

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ABSTRACT

The globalization has converted the arena right into a small global village; a village wherein there's an ever high circulation of contentions and competitions among businesses. In this state of affairs the only and beneficial maneuver for any organisation is to create revolutionary approaches in engaging in commercial enterprise. This thesis deals with the position of management and powerful team building inside the phenomena of organizational alternate and success. The leader as someone in fee or as a change agent can control an organization or the system of organizational trade extra efficiently and effectively if h/she is capable and in a position. Rapid technological improvements, high expectancies of clients, and ever changing marketplace situations have pressured organizations to steadily reconsider and reevaluate how they paintings and to understand, adopt and put in force adjustments of their commercial enterprise model in reaction of converting tendencies. Research indicates that 70 percentage of organizational modifications fail to get their goals. As management has a vital position in evolution and cultivating an enterprise, the system of organizational change needs a totally effective and highly equipped management this is properly succesful to understand the most applicable form of an corporation and deal with the issue of organizational exchange in maximum suitable way.

Team building involves a huge variety of sports, designed for improving team performance. Its goal is to carry out the great in a crew to make sure self improvement, advantageous conversation, management competencies and the capability to paintings intently together as a team to trouble clear up.

The symbiotic courting between management and teamwork can rarely be overemphasized. In an increasingly information-extensive world, the most in a position leader will be gazing the face of failure if the group that is led fails to measure up to the leader's targets and get derailed. Indeed, teams can be rudderless without effective and wise management. Obviously, leadership and teamwork can not exist without each different. They need to be balanced, coordinated, and synergized for most beneficial organizational overall performance in the direction of a hit results.

This report will consequently discover and propose the satisfactory practices that would enable an most appropriate balancing of leadership and teamwork towards a hit consequences in a competitive environment. This report outlines 8 key points which have been diagnosed by using a number of authors which facilitate the effective improvement of groups. These points are: clear goals; decision making authority; responsibility and responsibility; powerful leadership; schooling and

improvement; provision of assets; organizational support; and rewards for group achievement.

Keywords- Leadership, effective leadership, team, team building , organisational success.

1. INTRODUCTION

Every individual has some dreams and goals for h/her betterment, improvement or winning future. In order to realize these goals we'd like to require sensible steps and actions to induce them in a very higher means, and these steps and actions demand totally different reasonably information, skills and talent to become winning. so as to induce the amount of future success and property the organizations have to be compelled to take some sensible steps. whereas talking concerning these sensible steps for organizations, the students and researchers square measure agree that organizations have to be compelled to settle for, adopt and implement changes in their business model in keeping with ever-changing trends, technologies, client preferences and future considerations, and for this leadership and team building traits play a significant role.

Leadership and cooperation square measure the warp and thread of the dynamic cloth of organizations. One cannot exist while not the opposite in associate structure setting activated by a constellation of groups. These groups square measure primarily temporary organizations with specific objectives, resources, and timeframes. this is often as a result of each the plan of action objectives and strategic goals of the organization

are accomplished for the most part through team effort—and this cannot happen by accident. each leadership and cooperation square measure driven by vital soft skills that require to be exercised providentially, and in a very balanced manner. This balance between leadership and cooperation is imperative to confirm that each square measure dead not solely in tandem—as 2 sides of constant coin—but with interdependence as they draw inspiration for fulfillment from one another. Poor leadership cannot pull a impelled team to success; equally, robust leadership cannot hope to realize success with associate incompetent and unmotivated team. during this abstract paper, a terse analysis is created of each leadership and teamwork—vast subjects in themselves—as a balanced endeavor. A framework is created for best practices to accomplish the 2 complementary phenomena with action, sagacity, and success.

Team-based improvement efforts strives to boost results for purchasers. Team building involves a good selection of activities, conferred to organizations and geared toward rising team performance. it's a philosophy of job style that sees workers as members of mutually beneficial groups instead of as individual staff. Team building is a vital think about any setting, its focus is to concentrate on transportation out the most effective in a very team to confirm self development,

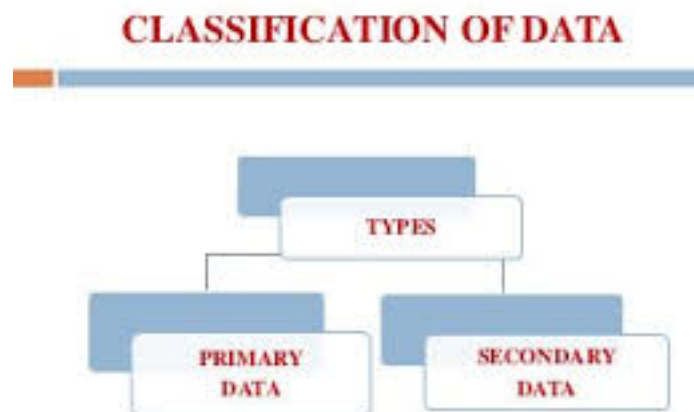
positive communication, leadership skills and also the ability to figure closely along as a team to solve issues. whereas work environments typically target people and private goals, with reward and recognition singling out the achievements of individual workers, with sensible team-building skills, workers are often united around a standard goal to get larger productivity. So, while talking concerning vision and innovative approach sensible leadership and team building traits and , square measure necessary and also the relation between these 2 ends up in winning structure.

1.1 OBJECTIVES OF THE RESEARCH

- To meet the requirements that form part of the BBA program and to obtain practical information about the list of activities, electronic banking policies and customer services offered by the bank. This report will also provide an opportunity to relate our theoretical understanding of the realities of banking services and our findings and recommendations.
- The main objective of the research paper is to find out the importance of leadership and team building traits required for a successful organisation.
- Importance of leadership in organisational change.
- Features of a good leader and characteristics of effective team building.
- Questionnaire (employees)

1.2 METHODOLOGY OF THE STUDY

The methodology incorporates processes and methods used to collect and analyze information. To do the research I used both primary and secondary sources. Sources provided below-



Data type – Secondary data Sources

Internet- Information regarding the leadership and team building was also obtained from the reviews provided by the trainer's senior managers and assistant managers on the various question answer type of sites like quora.com, indeed.com, glassdoor.com and etc.

Data type-Primary data sources

- Interview with assistant manager of administration & HR-In Charge
- Operations manager and some other employees
- Discussion sessions with senior officers as well Secondary Sources.
- Questionnaire

2. LEADERSHIP AND TEAM BUILDING

2.1 WHAT IS LEADERSHIP?

Leadership is one of the most vital aspects in any business employer as it determines the overall achievement of the precise organisation in all key sports and functionalities ("The Importance of Leadership Skills to Organizational Success" 2018).

When a business fails to achieve its key targets, management or senior control contains the blame and whilst an company triumphs in their overall operations and functionalities, the success is attributed to the leadership. Therefore, the fulfillment or failure of any enterprise enterprise, institution, community, or authorities depends at the management carried out within the particular company's functionalities. Effective leadership results to the fulfillment, sustainability, development, and boom of the corporations or corporations. On the alternative hand, awful or terrible management patterns and methods result to the failure of commercial enterprise groups and businesses in accomplishing their key targets.

Leadership within the contemporary technological global is not an thing that rely upon wealth, social elegance, or political have an impact on however a private mindset and willingness to make better surroundings or a collection from the situation or degree wherein they may be to greater stages (Furnham and Crump 2015).Leadership and its role are the most regarding difficulty for the commercial enterprise and organizations now days. The "Leaders are people who establish course for a running group of people and who gain commitment from this organization of individuals to set up route and who then motivate members to attain the course"s results" (Conger, 1992, p18). The term leadership may be viewed thru multiple angles and ideas. Traditionally management is a fixed of function owned with the aid of the leader or it is a social phenomenon that comes from dating with groups.

These standards can provide distinct critiques approximately the definition of leadership. It is a non-stop debate that whether or not the management comes from the personal features of a leader or a Leader makes followership through what s/he does or believes (Grint 2004).

In quick management/leader is both someone who's in price and has authorities to take choice and additionally has powers to put into effect his/her selections or a method having a set of different authoritative technique approximately

organizational, personal or social technique of impact for which the groups, groups or corporations can do extra to boom their capability.

The choice of the leader now not most effective depends at the non-public characteristics of personal but additionally on the social and cultural factors along side h/her publicity closer to existence (Bolden 2010).



2.1.1 The Organizational Leadership

Organizational leadership is not a magic that one character have and different don't have. It is likewise now not all about the ordered by boss and then determined by him that how a lot these ordered are obeyed. The management of an company is as an alternative, an ability of management to get and guard the organization blessings by figuring out employees need and agency targets and bringing them collectively to paintings in a higher surroundings to attain the commonplace desires (Sansom 1998). Organizational leadership has a imperative role in evolution and cultivating an organisation. It can help the member of an business enterprise and working groups to stand the demanding situations and to paintings for organizational goal in a worth way.

In this era of unexpectedly changing enterprise tendencies and increased customer demands, the position of management is greater critical now a days. The strategic

leadership is eagerly needed for organizations, which is properly successful to expect the critical changes and adjustments, in advance and create required commitment and surprisingly appropriate environment for employee and groups to apprehend and adopt those adjustments correctly.

As the enterprise dreams can't be accomplished with out adopting any strategic commercial enterprise procedure, likewise the organizational success and sustainability also can't be accomplished with out a strategic position of leaders. From allocation of resources to alignment, from notion of aspect to decide destiny focusing, shape dedication and motivating the teams to get the goals of an enterprise, to verify the sustainable growth, it's a leadership whose footprints are everywhere (McGuire, 2003).

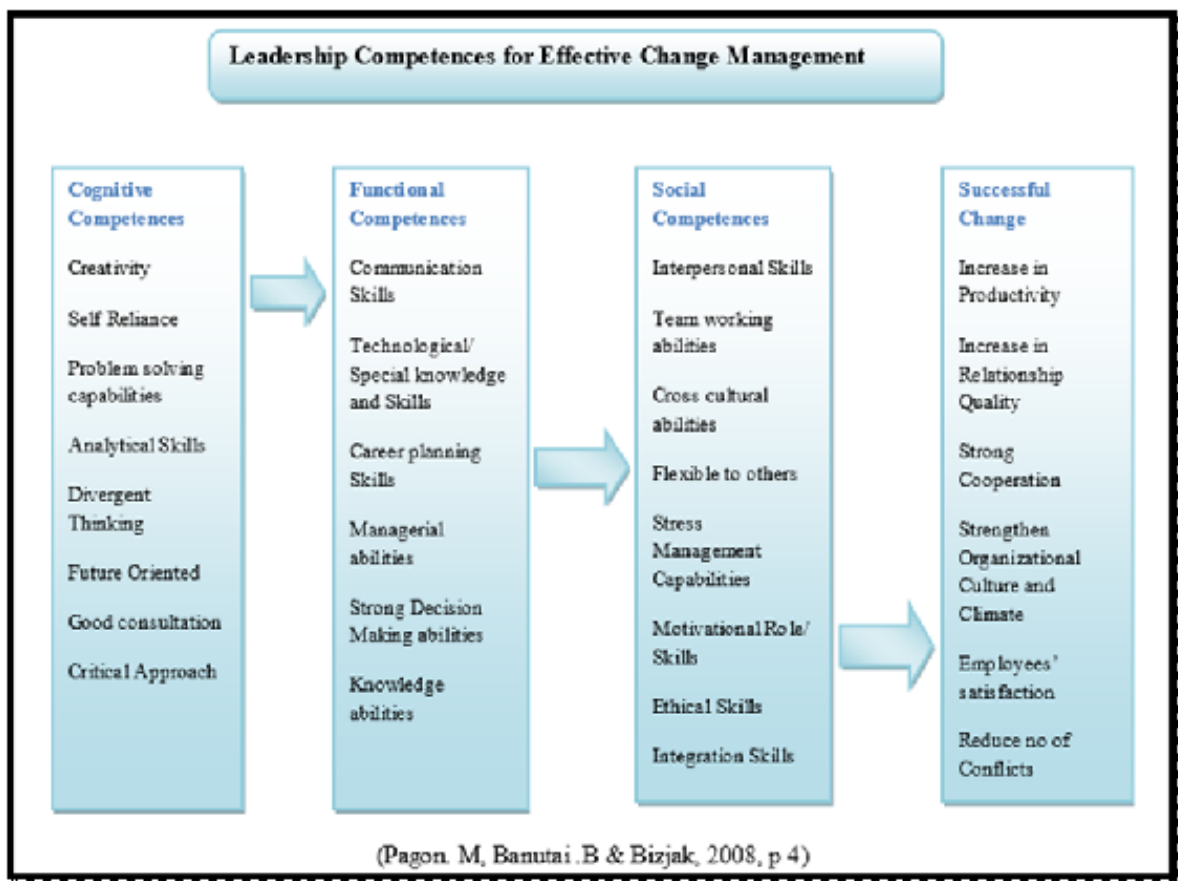
2.1.2 The Visionary Leadership

Leader/Leadership is about main the agencies and organizational teams to move someplace. If the leaders and its people don't recognise wherein to go, then leadership approach nothing. So it's miles critical for leaders to have a clean imaginative and prescient.

According to Bennis and Nanus "imaginative and prescient is a mental photo of a probable and suited destiny of the company" (Bennis & Nanus, 1985, in Lysterly, Maxey 2000, P 48) This intellectual photograph grows within the thoughts of leaders and relies upon at the h/her competency to perceive the things appropriately and use them intelligently for the betterment and sustainability of an enterprise. Bennis also describes that there are a few practically proven management abilities that may affect the performance of an agency, which also consists of "vision and purpose putting", "interpersonal abilities and self expertise" along with a few special characteristics which can be worried with any particular businesses.

2.1.3 Role of Leadership in Organizational Change

Most of the businesses agree now a days that effective leadership is one of the maximum vital participants to the general organizational performance and exchange. Intelligent leaders are the ones who have a shop of competencies and knowledge won from experience that permits them to manage correctly and correctly the tasks of each day life. Effective leadership is usually required to convey powerful modifications (Kennedy, 2000).



2.2 TRAITS OF EFFECTIVE LEADERSHIP

Leadership developments can not be compelled or caused in an individual base on their popularity quo but depend on the choice and willingness to inspire others and enhance negative conditions right into a modern and beneficial level and status in an effort to make certain that all contributors gain. The phrase that “leaders are not born however made” is a robust argument due to the fact one can not be compelled to be an effective leader with out the personal willingness to make others higher (Furnham and Crump 2015). It is consequently, important to recognize key tendencies of

leadership that assure overall organizational fulfillment alongside the fulfillment of people in the unique employer.

The developments that an powerful leader have to own has been an difficulty that has raised controversies inside the latest history. According to analyze research, powerful leaders are speculated to be exclusive from other human beings due to the fact ownership of certain tendencies does now not make one an effective chief. Therefore the general power, motivation aspect, along integrity and honesty pay a key position in figuring out the effectiveness of any precise chief (Patel 2018).

The following are 5 key leadership trends that any enterprise's corporation leader should internally possess for ordinary organizational success.

- **Self-managing Skills**

Leaders act as role fashions to their subordinates in every factor or interest that they participate in or carry out. Therefore, being seemed upon for steering and recommendation, powerful leaders ought to portray effective self-control capabilities. By self-control, a leader should display willpower, resilience, and self-awareness. With the developments, the chief will efficiently manipulate their stresses to make sure their emotional emotions do no longer affect their decisions or the way they react or address others. Therefore, being disciplined along making sure that one understands their strengths and weaknesses ensures that a leader acts in a positive and appealing manner worth a follow or imitation from others ("The Importance of Leadership Skills to Organizational Success" 2018). When a frontrunner has self-management developments the subordinates generally tend to observe their trends therefore resulting to usual organizational fulfillment specifically on overall performance and ethical performance factors of commercial enterprise.

- **Effective Communication Skills**

Although communication is a critical issue in any enterprise organisation, the conversation tendencies possessed by using a leader are critical in figuring out the organizational fulfillment. For an effective leader, communicate does no longer simplest involve sending messages and orders to the subordinates and sitting returned looking ahead to their responses (Budish, West and Gasser 2015).

Effective leaders must ensure that the communication system is two-way wherein they find time to concentrate to their subordinates and remember their views, tips, and grievances. With the trait, leaders ensure that the complete team of workers is glad with any decision that is made due to the fact the leader reveals time to engage with them for this reason a feel of appreciation and involvement in any enterprise process. Therefore, effective communication developments from a frontrunner make certain usual fulfillment of the unique corporation in all functionalities and operations.

- **Team-building Skills**

Leaders are tasked with introduction of teams for a particular commercial enterprise task or activity. To make certain successful and dependable groups, leaders ought to painting powerful team building tendencies that ensure utility of transformational and participative leadership techniques and strategies. Selecting a group is not a hard duty in comparison to constructing the chosen crew to acquire its capacity. Through transformational tendencies leaders have to make certain that they paintings with the specific crew to reap both person and organizational goals (Boga and Ensari 2009). While making individual crew members higher in competencies and enjoy, leaders ought to participate in activities that he team is tasked with to make sure excessive team morale and motivation.

Teams with transformational and participative leaders have high overall performance degrees that make sure success of the crew's goals and ordinary fulfillment in their organization.

- **Learning Agility**

Effective leaders understand that they have got to add expertise and experience to make certain they adapt to modifications to the general success in their corporations. Therefore, the choice to study and grow from leaders, enhance their organisation's ability to undertake cutting-edge packages and technological improvements that result to normal improvement and sustainability of their business agencies.

- **Effective Conflict Management**

Conflict and misunderstandings are inevitable in any commercial enterprise agency. Diversity and ideological variations within the body of workers end result to conflicts. Therefore, an effective leader should have abilities and developments to assist in handling such conflicts with out destroying relationships. Through know-

how and cooperative measures, an effective chief works to ensure that the high-quality answer for both events is obtained along the use of the conflict for the general fulfillment of the organisation.

2.3 WHAT IS TEAM BUILDING?

A crew is a collection of human beings running towards a common aim. Team Building involves the procedure of enabling the organization of human beings to attain their dreams. It includes steps like rationalization of team goals; identity of obstacles to aim achievements; going through the identified challenges and enabling the achievement of the dreams. Fajana (2002) asserts that teamwork is an integration of sources and inputs running in concord to obtain organisational desires, wherein roles are prescribed for every business enterprise member, demanding situations are similarly confronted and incremental enhancements are sought continually.

There are two basic abilities in the crew building process. The first involves spotting the proper problems, and the second one has to do with tackling them in an appropriate way and order. One of the key goals of the team constructing is to exchange the behaviours and attitudes generic within the company, which are nearly unbiased of who genuinely works there. Team building would not just suggest getting the team collectively. It is more than everyday sports imposed upon teams without any actual consideration for what the crew wants or desires. There is need for a more taken into consideration method and above all, some thing in which the objectives are definitely stated and can be met. It is vital to take into account particular problems that want to be addressed and the kinds or personalities involved within the group.

Dianna (2006) affirms that teamwork is a shape of collective paintings that might involve individual tasks, however normally involves some kind of collective undertaking where every member is contributing part of a collectively written file that is supposed to replicate the collective knowledge of the institution. As antagonistic to organization work, which is based on alternate, teamwork is predicated on discussion. Discussion occurs whilst each member stocks their view, and is heard by means of the relaxation of the institution. Discussion calls for equity in order that each member's ideas are aired and shared in a balanced way. It can take more time than exchange, but with exercise, a time keeper, and a few

regulations, organizations can create fair discussions that are additionally time efficient.

Teamwork may be quite efficient because it results in every person feeling that his or her point of view is adequately represented and accounted for. The dialogue enables to perceive all of us's highest priorities and the negotiation and compromise facilitates to synthesize those into an outcome that displays the institution's collective priorities for fulfillment.

2.3.1 Determining the Need for Team Building

Several elements may be indicative of the want for crew building. Some of those encompass; bad reactions to the manager; reduced productivity; apathy and absence of involvement; court cases approximately great of carrier; loss of initiation, imagination, innovation; recurring movements taken for fixing complicated troubles; conflicts or hostility among workforce participants; useless staff conferences, low participation, minimally powerful decisions; choices misunderstood or now not carried via well; confusion approximately assignments, neglected alerts, and unclear relationships in addition to lawsuits of discrimination or favouritism.

2.3.2 Objectives of Team Building

Team constructing has several most important targets certainly one of that's improving true communications with participants as crew contributors and people. There is also multiplied productiveness and creativity.

Another objective of team building is to reap better operating rules and methods thereby motivating team individuals to obtain dreams. It is likewise aimed toward ensuring clean work targets and a climate of cooperation and collaborative trouble-fixing. Furthermore group constructing complements better ranges of believe and support. With team constructing, diverse co-people paintings nicely together and there are higher tiers of activity satisfaction and dedication.

2.3.3 Stages of Team Development

Basically group improvement entails five levels -

The first degree of team constructing is the forming that is the stage at which a group of human beings come together to perform a shared purpose.

Next is the storming stage which entails disagreements about undertaking, vision, and methods and crew individuals studying every different. This stage can be characterised by means of strained relationships and conflicts.

This is followed via the norming level in which the group has consciously or unconsciously shaped running relationships which might be permitting progress at the group's targets.

The fourth is the performing level in which relationships, team approaches, and the group's effectiveness in working on its goals are synching to bring about a effectively functioning team.

The very last degree is the reworking stage where the group is acting so nicely that members believe it's far the maximum a success group they have got skilled; or the finishing degree wherein the team has finished its venture or reason and it is time for team contributors to pursue different desires or initiatives.

2.4 EFFECTIVE TEAM

Katzenbach and Smith (1993) lists the following requirements for building powerful groups: (i) it need to be small sufficient inside the wide variety of individuals. (ii) ok stages of complementary skills. (iii) without a doubt meaningful motive (iii) unique purpose or goals. (iv) installed clear approach to the group's paintings. (v) a experience of mutual accountability. (vi) defined suitable management shape.

Effective group functioning calls for finding time, choosing team individuals, empowering crew contributors, providing education in applicable skills and knowledge, developing shared goals, and facilitating team functioning - specially within the early levels of the group's paintings. Effective teams are carefully designed. When assembling a team it's far very crucial to don't forget the general dynamics of the crew. La Fasto (2001) identifies 5 dynamics which are fundamental to group fulfillment.

The first dynamic is group club. Successful groups are made of a set of effective folks who are experienced, have hassle solving potential, are open to addressing the problem and are action oriented. Second is crew dating which has to do with the

ability of team individuals to present and receive feedback. The 1/3 dynamic is crew trouble fixing which implies that crew effectiveness relies upon on the level of recognition and clarity of the dreams of the group. Fourth is crew management. Effective crew management relies upon on management talents.

Organizational environment is the fifth dynamic of crew fulfillment and it has to do with the weather and tradition of the organization being conducive to team behaviour.

Some of the main components of powerful team constructing as:

i. Clarity of Expectations and Objectives - For group building to be effective the goals have to be precise, measurable, attainable, relevant and have a time frame. As much as viable, input from all members should be protected in the design and wording of the desires. All expectancies must be definitely stated and this must be truly understood by crew members who ought to additionally understand the motive for the advent of the team. There need to be clean way of measuring the ongoing

effectiveness of the group which have to be written down for eventual communicate to and dialogue with all group participants.

Robbins (1998) identifies 3 key approach by way of which corporations can attain

performance expectations. The first is displaying constancy of reason in supporting people and groups with the sources for them to accomplish their goals which sends a sturdy message of aid. Second is giving crew responsibilities enough emphasis as a precedence. Third is the reward and recognition gadget. When performance expectations are carried out there must be a combination of public reputation and personal reimbursement in order that their feeling of fulfillment is superior and strengthened. With this personnel can develop accountable, effective, significant, participatory teamwork.

ii. Perspective: Perspective has to do with group contributors information the reasons at the back of their participation on the team and the way the crew suits within the organisation. Team participants need to recognize no longer handiest in which their crew fits however how the crew approach fits inside the general scheme of plans and achievement desires, mission, dreams, principles, vision and values.

iii. Dedication: This involves the willingness of team contributors to participate on the group and seeing their mission as crucial. Visions ought to be shared with employees in approaches that compel them to act. The dream and path of the group need to be provided in the sort of way that different humans need to proportion and observe. This is because the management imaginative and prescient goes past written

organizational mission statements and imaginative and prescient statements to permeate the place of job and happen within the movements, beliefs, values and goals of leaders.

iv. Capability: For effectiveness to be achieved, there's want for the group to experience that members are appropriate and that its participants either own considered necessary information, skills and skills to cope with the troubles for which such groups have been formed or have get admission to to wished assist. The crew members may need schooling to research new capabilities which permit them to work collectively efficiently, along with powerful communicate, struggle resolution and hassle solving abilities. Training and development lets in them to tackle new obligations.

v. Cooperation: This has to do with the crew members know-how crew dynamics and organization techniques. They should understand the tiers of group improvement, their roles and duties as group individuals and be able to paintings together successfully at the interpersonal degree. Cooperation also includes the crew being able to approach trouble fixing, process development, goal placing and measurement mutually.

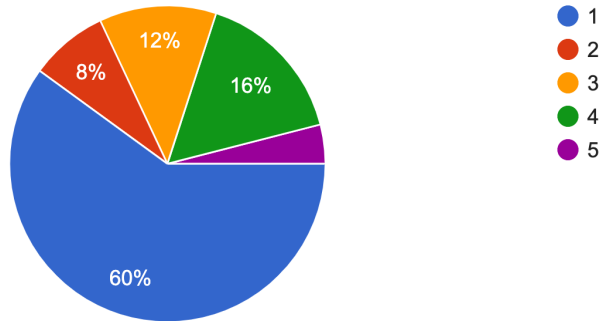
vi. Communication: Effective team constructing includes readability approximately the priority of crew member's duties with a longtime technique for the groups for comments. Feedbacks should however be received with grace and dignity bearing in thoughts that human beings hesitate to give comments to others out of worry of wounding them or having to address protective or justifying behaviour. To gain feedback there need to be openness to remarks. Nevertheless, it have to be cited that comments is not constantly proper. The reliability of the comments should be determined by way of checking with others.

FINDINGS

As per the questionnaire attempted by 25 people on leadership traits, the results are as follows-

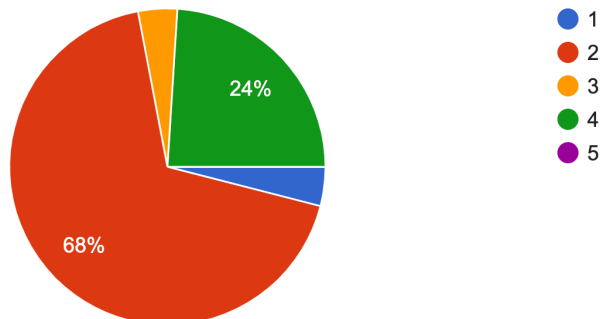
1. Articulate: Communicates effectively with others

25 responses



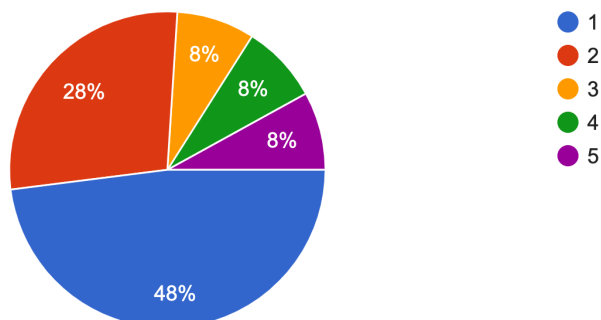
2. Perceptive: Is discerning and insightful

25 responses



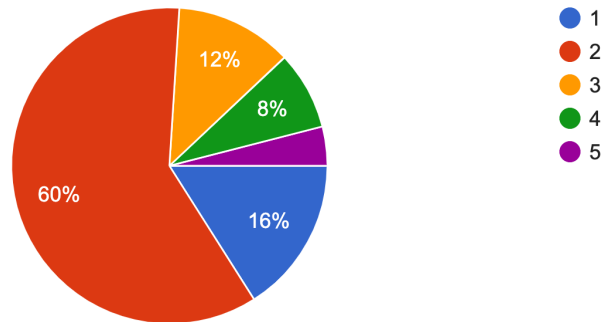
3. Self-confident: Believes in himself/herself and his/her ability

25 responses



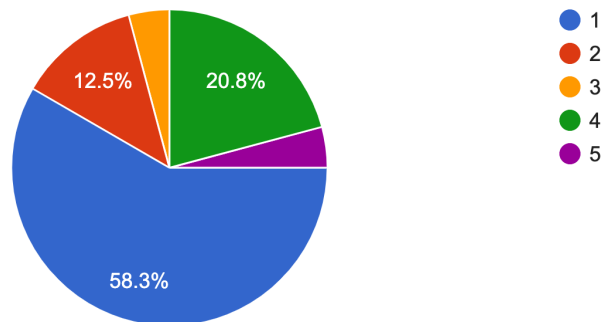
4. Persistent: Stays fixed on the goals, despite interference

25 responses



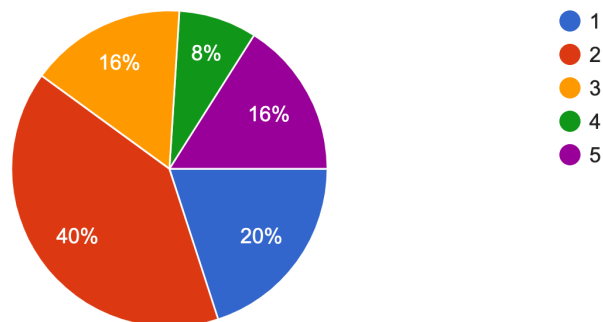
5. Determined: Takes a firm stand, acts with certainty

24 responses



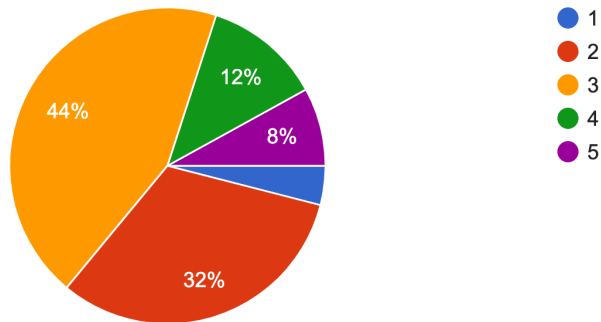
6. Trustworthy: Is authentic and inspires confidence

25 responses



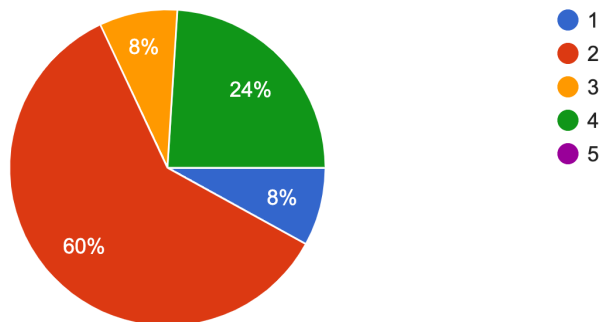
7. Friendly: Shows kindness and warmth

25 responses



8. Outgoing: Talks freely, gets along well with others

25 responses



where- Key: 1 = Strongly agree 2=Agree 3 = Neutral 4 = Disagree 5 = Strongly disagree

CONCLUSION

Balancing management and teamwork as aspects of the identical coin has emerged as important in an ever more and more aggressive environment, specifically within the face of scarcity of valuable sources—most significantly, human resources. Tapping into the best that a crew can yield closer to a relentless pursuit of organizational fulfillment requires more emphasis on the ‘smooth’ abilities of management than hitherto acknowledged. However, balancing the intertwined phenomena is a profitable undertaking this is workable thru persistent interpersonal effort by using each chief and followers. The simple framework of six gentle competencies spanning and balancing management and teamwork supplied in this paper tries to encompass quality practices in this area. It desires further growth, categorization, and empirical checking out, however will serve as a good starting point.

Leaders want to be constantly comparing their: management styles and perceptions; information of various cultures; man or woman and crew motivations; interpersonal abilities; levels of creativity; potential to control exchange; conversation style; listening capability; choice-making talents; and, non-public ethics. A chief need to marshal appropriate skills and duties to efficiently build teams, accomplish dreams, and keep away from pitfalls. However, the achievement of all of those requires a frontrunner to be bendy and capable of locating innovative and powerful solutions. The inevitability of organizational exchange requires a proactive, forward-searching method. This approach that the chief ought to be prepared to increase novel and powerful techniques of well timed and entire verbal exchange, team-building, negotiation, and battle resolution—in parallel with the technical elements of schedules, risks, and sources.

Overall, being a a success chief is in order to effectively speak with the team contributors towards venture success. Strong conversation talents in the chief help foster and build relationships. The chief will thereby locate the pleasant routes of motivation, mentorship, and empowerment to energize each member of the group. In the final evaluation, it's miles critical for the leader to balance clever management with a unified, high-performing group that reaches its full capacity—beyond all expectancies. Implementing and supporting groups in an organization, desires extensive organizational change and consideration of many troubles. The entire enterprise ranging from the crew participants, supervisors, managers, the organizational shape, subculture, paintings processes, techniques, and social

relationships are affected. The intensity and scope of the adjustments means that crew building and implementation is a prolonged procedure imparting many challenges. However the blessings are substantial and the ones imposing teams have no plans to revert to their previous structures. Despite the challenges, powerful teambuilding affords many advantages to agencies.

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- Different types of website help.