Problem Solving Team

Name

Institutional affiliation

Problem Solving Team

There are four types of teams found in organizations today. They include problem-solving, cross-functional, self-managed and virtual teams. As the names suggest, problem-solving teams are tasked with ensuring that problems within the group are solved. They consist of 5-12 people who meet once or twice a week to discuss methods that can be inserted to the production and improve quality, increase efficiency and improve the work environment. Self-managed teams are usually composed of 10-15 members who take the responsibilities of the former supervisors. They select their members and often evaluate each other's work hence reducing the duties of the supervisor who may even be eliminated. Cross-functional teams are made up of several employees' from the same level but different departments who join hands for the accomplishment of a task. Virtual teams apply technology in the form of computers to bring together physically dispersed members for the purpose of achieving a common goal. They allow communication between people who are either separated by room or miles apart (Akella, 2013).

My team is a problem-solving team. One advantage of a problem-solving team is that it encourages creative ideas. While discussing the many ideas brought to the table the team often reaches the best idea and adds some material to the idea making it better and the best option. It also plays a significant role in the reduction of bias in the company. When everybody puts their thoughts on the table, they just cannot be accepted because of the level of the individual they have to be scrutinized hence no bias. The disadvantages of the team include increased competition whereby the efforts of a person can be ignored in preference to the team (Ranieri,

2008). It also promotes unequal participation, and some members end up taking credit for work that is not theirs.

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