

The Critical Role of Team Building in Enterprise Success: Leveraging Complementary Structures and Team Spirit

Rong Chen

Zhanjiang University of Science and Technology, Zhanjiang, Guangdong, China

Abstract: *Team building is the conscious development of effective working groups in the organization. Each team consists of a group of the employee who is responsible for a complete or partial workflow through self-management. Each members knowledge structure, technical skills, work experience, age, and gender are distributed proportionally to achieve reasonable complementarity, which determines the basic elements of the team. With a positive working atmosphere of team trust, this means that the project was half successful. The reason why the enterprise is great is not only because it has a long history, brilliant achievements, well-known brands, but also because it has a very excellent team. Team building is an integral part of organizational innovation and enterprise success. With the development of the economy, team building will play an increasingly important role in business management. If an enterprise wants to be successful, it must strengthen team management and exert team spirit. People need to know the theoretical basis and existing problems of team building, and put forward the ideas of building and cultivating team spirit, building a leading and executing team, and building harmonious communication channels.*

Keywords: Team building; Cooperate; Develop; Complementation.

A group is a formal group of individuals who are mutually assisted in order to achieve a certain goal. Teams are organized by people with common beliefs in order to achieve common goals. Members maintain a high degree of consistency in goals, methods, and means through communication and communication so that they can give full play to the subjective initiative of each member, and use collective wisdom to concentrate the whole team's human, material and financial resources in a certain direction. To form a more effective working group than the original organization. Team management refers to the formation of various groups in an organization according to the nature and ability of its members to participate in organizing decisions and solving problems, so as to improve organizational productivity and achieve organizational goals. Basically, the group is the basic unit of the organization. The formation of various groups, if members have complementary abilities and form heterogeneous teams, has a better effect, because it can be discussed from different perspectives to stimulate more creative or unique problem-solving methods. Team management is based on the team. Its members can be between 2 and 25 people, ideally, less than 10 people are better. Whether the team is built properly or not directly affects the effectiveness of team management. In the modern enterprise organization, the team can be said to be everywhere, and the organization form of the team is also different. "Every research team must have a mission and a vision statement. The mission statement for a research group describes its purpose and reason for existing, along with its values and overarching purpose. In other words, a mission statement is a succinct summary of a team's goals and aspirations". (Mody, 2018) Project teams are usually based on the completion of a specific task, with clear objectives and tasks, as well as the completion time limit. Team members come from different functional departments. Each member has unique skills and knowledge background, and complementarity of knowledge and skills. "Together, the mission and vision statements of a group anchor the research team, serving as a research, moral, and cultural compass during project management, execution, and implementation". (Mody, 2018)

I got some experiences in my life, I found the team atmosphere is also an important part. And, no matter what kind of enterprise, there is a problem of input and output. Everyone's ability has a certain limitation. People who are good at cooperating with others can make up for their lack of ability and achieve the purpose that they could not achieve. But at the same time, there is also competition in teamwork. The team atmosphere and team size are decisive factors. For example one of the team has a strong desire to win, the entire team will be driven, and if there are lazy people in the team, the whole team will be lazy. However, if the team is lazy, the mission goal will not be reached. If the mission goal is not met, the mood of the entire team will be stressful. "The results revealed a direct negative effect of uncivil team climates on employee job-related affective well-being, over and above employees' personal experience of uncivil behavior". (Griffin, 2016) Team spirit is the soul of the high-performance team. It is the willingness and style of team members to cooperate with each other and do their best to achieve team interests and goals. The importance of team spirit is first of all team cohesion. Because the cohesion of the team is aimed at

the relationship between the team and its members. Team spirit shows a strong sense of belonging and unity of the team members. Every member of the team can feel like a member of the team, associate personal work with team goals, be loyal to the team, and feel self-satisfied with the success of the team. "Together, these findings suggest that the magnitude of the negative effect of uncivil behavior is dependent on the composition and incivility climate of work teams". (Griffin, 2016)

The relationship between the leader and the team, the team and the members of the team becomes the relationship of partnership, mutual trust, and cooperation. Much higher labor productivity also improving the quality of employees is important too. Team building can greatly improve the quality of employees, enhance their ability to work, and fully reflect the human-based management of enterprises. Team members are encouraged to be versatile, and staff is trained to expand their work, requiring members to actively participate in organizational decision-making. The teamwork situation has trained the technical ability, decision-making ability and interpersonal relationship processing ability of the staff, liberated the staff from the subsidiary of the machine, and fully embodied the people-oriented management thought. Then, team reflection also plays a big role in teamwork. There is an example that talks about the differences between two groups, one group trained in and executing an end-of-shift team debriefing, and another group assigned to a control condition and undergoing periodic post-shift team-building exercises. Then, they got the result and support they hypothesis that is "We propose that reflexivity-related team processes reduce demands, and enhance control and support. Given the centrality of these factors to work-based strain, we posit that team reflexivity, by affecting these factors, may have beneficial implications on 3 core dimensions of employee burnout, namely exhaustion, cynicism, and inefficacy (reduced personal accomplishment)". (Chen)

Leadership refers to the ability of leaders to use various methods in a dynamic environment in order to promote the consistency of team objectives, establish good team relationships and establish team norms. Excellent team leaders often act as coaches and coordinators. They can provide guidance and support to the team in a dynamic environment, inspire the confidence of team members, help them to fully understand their potential, and direct the behavior of team leaders to the team directly affects the establishment of team spirit. Everyone knows that an excellent team leader can motivate and enhance the vitality of the whole team, guide and help the team achieve more outstanding results. Therefore, team leaders should first understand how to manage, educate and employ people; secondly, they must strengthen their own quality and ability, be good at learning, diligent in learning, know how to plan, grasp the direction and overall situation, and study career development strategy; at the same time, they should also strengthen their own moral cultivation and know how to use morality. Serve others, be open-minded, pay attention to credibility, promote democracy, dare to deny themselves, review themselves, be good at gathering the wisdom of team members, adopt the opinions of team members, carry forward the style of democratic management, and constantly improve the leadership level. By the way, team building is everywhere such as in hospitals, patients and doctors also can build teams that influence both patients and caregivers. There is an article shows "Having authentic relationships with patients, working as a team, believing in the care model, and practicing autonomy and creativity help team members to restore their emotional energy. Supports for team members' well-being are critical for continued innovation". (Chant, 2017).

Finally, The team is a group of people with different knowledge, technology, skills and information. Everyone is good at different fields, which can bring together all kinds of wisdom, experience and creativity needed to solve practical problems, and can quickly solve various practical problems with complex characteristics. A good team can provide a platform for individuals to know and know each other, and promote the integration of individual feelings. Teams can set goals, make plans, integrate resources, implement self-management and self-control according to the changes of market environment to meet the needs of the whole team and team members for self-realization. Team building symbolizes the development of an enterprise's strength and fully reflects its cohesive combat effectiveness.

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