

Team Management in the Business of Fashion

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Abstract: Fashion brands and Organizations use management teams at different levels according to the need of a company to oversee and coordinate their businesses. Factors associated with an effective management team and mutually work a strategy plan as International research teams do, we have to identify several important factors for the effectiveness of management teams. The work structure is in different stages, input factors, which are stable characteristics of the team and its environment. The purpose is to achieve team management goals working as a team, wherein the composition, and the size, vary according to the needs and requirements of the team. That is the factors, process, and rewards, which are related to the working of the team. A focused team will work towards meeting goals when it comes to the handling of task-related conflicts. Political behavior and dialogical communication, integration, and external relationship. The team needs to accept a learning mentality and leadership qualities when setting out as a team management group. A good teambuilding attitude involves acceptance and exploring a wide range of activities, designed for improving performance. The result is self-development, positivity, good leadership skills, and the ability to coordinate as a team and work closely together, and sought out problems. This paper refers to current literature on teams and team management and challenges faced with a realistic preview of what can be achieved through teamwork. The effects of teamwork are based on many factors, organizations' culture and climate, the effectiveness and commitment of team members, and the leadership, this depends on the level of autonomy and the compensation system, rewards.

Keywords: Effective Team Management, Principles of team management, Team-work Design Project.

1. Team Management in the Business of Fashion

Fashion and design projects not like other projects. There are likely to be more changes and revisions needed more than other projects, simply because fashion design is such a creative and subjective discipline. It requires the collaboration of multiple skills and input sources. There is a danger of too many cooks spoils the broth, or in design terms, too many creative minds, spoiling the mock-up or prototype. Being organized is crucial to encourage creativity to flourish while keeping ambitious deadlines intact. Organizations routinely kill creativity with fake deadlines or impossibly tight tones says Teresa Amabile, professor at Harvard Business School. "The former create distrust and the latter cause burnout. In either case, people feel over-controlled and unfulfilled—which invariably damages motivation." Finding a compromise between structure and creative freedom is difficult. But the best design project managers can walk this very fine tightrope to facilitate a happy, creative team by gaining their trust and clients get what they need.

Understanding How Your Design Team Work, with different creative minds, makes it hard to take a linear approach to project management for design professionals. Your illustrator might do their best work in the dead of night, locked away in their basement, while your art director might be an early bird who gets their best work done right before their 7am yoga class. Find out the strength of your team members as each one may be unique in his way, understand how they work best, and weave that into your plan. You can give them a survey or questionnaire to answer or if your team is small, conduct one-on-one meetings with each person.

To build a strong and effective team, one has to select intelligently, team members according to their experience, strength, and education, skill-based, to function and get the best results in team management. The project team requires good functional methodological tools for coordination. Understanding the principles of teamwork, One should not hold onto negative things - learn from them but don't let them eat away at you. Communication should be constructive, open, and honest. With the ultimate goal of project success, we as team members should become one force in the face of daily challenges. Team management is an important concept in every field where individuals with different skills work together to achieve a common goal. In business, team management is the collective and orchestrated effort of all employees to achieve the organization's objectives. The importance of team management is that every organization comprises many employees who are assigned a particular role in their job and perform their job and tasks as per the requirement. But the collective effort of everyone is what companies want to achieve their business goals. This is what team management is all about. In a team-building exercise, any issues among team members have to be resolved, the best skills have to be used and the business goals have to be met as a part of team management. The paper examines the development of organizations. It explores key issues associated with the implementation and examines the prospects and challenges of team building to present a realistic idea of what can be achieved through ethical teamwork.

Skilled and good leadership quality is the goal of a productive and healthy team. Managers have skilled leadership quality and the team leader should be highly qualified and more than the team members with an ethical and non-partial attitude, winning the trust of his team members and not dividing the team, which is bad politics, or praising his favourites in an organization. Working on

constructive feedback, offers growth and improvement, developing a skill set where you can give feedback around places that need to be optimized in a way that a person is left with a sense of encouragement to grow or feels inspired that they can do better quoted by Joey Klein, CEO, and founder of Conscious Transformation.

Being adaptable to change and growth, constant learning of new skills, Open mindset to changes that put you in a better position. Improve your emotional intelligence (EQ or EI). Become more efficient and build dynamic and professional teams. The important characteristics of a good team leader being honest, accountable, and transparent this helps the team members to trust the team leader. Some team leaders paint a picture to their seniors that things are ok when they are not from the internal team, and this lands up in a failure to manage things on time and meet deadlines. A team leader should take responsibility for the decisions made by team members as well and accept their views. Separate meetings conducted with few members who favour him, will not work for the whole team. This causes friction and animosity among team members, and hence they do not function well and there is no growth due to partial behaviour from a team leader. As the saying goes "Fish of one and Flesh of another."

Effective team management

Design project teams are particularly unruly they bring together a range of different skilled and qualified individuals, let's face the facts. Creative minds have the potential to clash at times with client parameters. Hence the teams are not able to keep to a time slot, the managers struggle to find the sweet spot between sticking to deadlines and nurturing creativity and each individual performs their job and tasks as per their requirement. A collective effort of everyone is what companies want to achieve their business goals. This is where team management and teamwork are essential. Issues between team leaders and team members have to be resolved, which creates divisions in the team. This is not healthy for the organization. The best skills that have to be used in the business goals have to be met by the end of the day, and this can be carried out by effective communication, honesty, delegation, flexibility, training, and transparency.

Building a team involves a wide range of activities, designed for improving team performance. It aims to bring out the best in a team to ensure self-development, positive communication, leadership skills, and the ability to work closely together as a team to solve problems. Several authors facilitate the effective development of teams. Organizations are looking to team-based structures and activities which stimulate improvements to their productivity, and profitability, and service quality. Managers find ways to improve business results and profitability. Team building involves a variety of activities, in organizations and this helps to improve team performance. It is a philosophy of job design that sees employees as members of interdependent teams rather than as individual workers. It is an important factor in any environment, its focus is to specialize in bringing out the best in a team to ensure self-development skills and positive communication, leadership skills, and helps the team to work closely together.

With good team-building skills, employees can work together and be united around a common goal to generate productivity, workgroups evolve into cohesive units, and share expectations for accomplishing group tasks added to trust and support for one another and respect for individual differences. From the early 1980s team-based structures have been replacing the highly formalized, centralized, and departmentalized mechanistic structures that were previously the norm in work organizations. The use of teams has spread rapidly arising from the belief that the development of strong and effective production and managerial teams will lead to the potential for higher performance and increased job satisfaction. There are synergies to be gained from greater levels of involvement in the workforce.

The team builder and leader leads the team towards cohesiveness and productivity. A team takes on a life of its own and has to be regularly nurtured and maintained like individual employees. In a team-oriented environment. Team members have specific job functions and belong to specific departments, they are united with other members to accomplish the overall objectives. The bigger picture drives their actions, and their functions exist to serve the bigger picture. Teamwork is fostered by respecting, encouraging, enthusing, and caring for people, rather than exploiting or dictating to them. Heap (1996) affirms that the crux of the team-building approach is love and spirituality which results in mutual respect, compassion, and humanity to work. People working for each other in teams are a more powerful force than skills, processes, and policies, annual appraisals, management-by-objectives, etc. Teams usually become great teams when they decide to do it for themselves.

Fostering teamwork involves creating a work culture that leads to values, collaboration; where people understand and believe that thinking, planning, decisions, and actions are better when done together as a team. The Team Building Concept is a team working towards a common goal. It consists of steps like clarification of team goals; identification of taking more time than an exchange, but with hindrances to goal achievements; facing the identified challenges, and enabling the achievement of the goals. Fajana (2002) asserts that teamwork is an integration of resources and inputs working in harmony to achieve organizational goals, where roles are prescribed for every organization member, challenges are equally faced and incremental improvements are sought continually.

https://www.researchgate.net/publication/258344173_Towards_Effective_Team_Building_in_the_Workplace



Figure 1: Effective Team Management Tips & Strategies

<https://www.mbaskool.com/business-concepts/human-resources-hr-terms/17839-team-management.html>

Team management is an important skill that is required by any team leader or manager. Companies have to identify leaders who can control, direct and maximize the output of their team. With some tips and strategies for effective team management are:

- 1) **Communication:** A good stream-lined and honest discussion with team members is essential for effective team management. Team members are constantly communicated with business ideas or issues or company strategies which the leadership is thinking about so that employees are aware of the company's mission and vision.
- 2) **Motivation:** Effective team management requires constant motivation of employees. A strong team requires that all the members are motivated and full of positive energy to complete their tasks.
- 3) **Feedback:** Feedback of employees by seniors as well as peers is important for effective team management. Companies evaluate employees using techniques like 360-degree feedback and help employees improve.
- 4) **Transparency:** Transparency in organizational structure is critical for time management. Subordinates and team members should have easy access to top management, discuss new ideas, revolt against certain wrong practices, employee voice should be heard, etc. This is a healthy and constructive way to deal with team members.
- 5) **Delegation:** Effective team management ensures a team leader uses delegation of authority while giving work to members. This helps in employee's confidence and positivity to feel that the manager trusts their work skills and abilities.
- 6) **Flexibility:** Team members who have flexibility at work using methods like work-life balance help in their business output, which is important for effective team management, especially with creative ideas in the design field.
- 7) **Reward:** Recognizing the efforts of team members through rewards, awards, prizes, promotions, etc. is

essential for good team management as this helps in employee's confidence.

- 8) **Training:** Updating employee skills with regular training and development helps in strong team management. New skills, tools, learning methodologies, training sessions, etc. help sharpen employee skills and thereby improve team output.

Team management is essential in managing any team. Depending upon the business requirement, there are different types of teams:

- a) Cross-Functional Team
- b) Self-Directed Work Team
- c) Special Purpose Team
- d) Shamrock Team

Whatever the team output required, the basic principles and strategies of team management are similar.

Principles of Team Management

Principles of working together include and build constructive communication collaboration, consciousness, inclusion, accountability, justification with explanation, transparency, public knowledge of objectives, understanding each other culture, and appropriate work distribution.

I've seen some mention healthy competition within a team. It does work well in updating and building good teamwork at times, in development. There is a tendency to become deeply rooted in one's idea that can be detrimental to the team later if that idea isn't chosen. In this case, negativity is to be avoided. One should not hold onto negative things - learn from them but don't let them eat away at you. Healthy communication should be constructive, open, and honest. With the ultimate goal of developing a good project success, we as team members should work together and become one force in the face of daily challenges. Imagine your breathing worked against your heart rate - you would not be well. Similarly, the team should work cohesively and in tandem. Everyone will have a job to do and some sub-teams will have overlap. It's important to work together to continue to hear and respect each other's concerns and opinions. The visual workspace should encompass team progress, team rules, and philosophies to work together. Collaboration means that we can work forward and make progress despite differences of opinion and cultural backgrounds. A progress-first approach is a beacon by which the team should be guided.

Everyone should be included when practically possible in the activities of the team. There is no apparent reason to build silos. Football is a team of offense and defense but yet either side has visibility to what the other is doing; how they're performing. This helps the team together to recognize challenges. In some cases, input from a different sub-team member will be solicited for their point of view. Truly working together as a team naturally creates transparency. Talking things out - not only strategies but also opinions is essential. The more we talk things out the better the team will perform and grow.

Definitely, everyone has the responsibility to a job to do and they should do it well but don't sit there and watch your

team member struggle. Watching them struggle creates delays and increases non-productive time. It's important to have consciousness flow throughout the team and to have the mentality to keep things moving and flowing. A good project manager keeps the team active and functional, time should be taken to minimize non-productive activities, and on the other hand, encourage activities that help productive growth in the organization. Backsliding is unhealthy, always respect your team members and encourage them to grow.

Decision points in your development process should be driven by experience in monitoring the status of your project or organization. It's important to make corrections before they are too late and costly. Behind simple graphs and illustrations are a lot of work by a lot of people who must work together with great communication. Their teamwork should embody the true principles of working together.

<https://www.linkedin.com/pulse/10-principles-effective-teamwork-devin-mack/>

Best Project Management Tools & Software in 2021,

- Freshdesk. ...
- Flock. ...
- LiquidPlanner. ...
- Co-Schedule. ...
- MoneyPenny.me.
- Basecamp. ...
- Monday.com.
- Wrike. Wrike is a robust and versatile tool that helps teams collaborate better and communicate with greater transparency.
- The program management tools
- Flexible work views
- Cross-functional resource management
- Dashboards
- Reporting
- Gantt charts
- Timesheets

Follow these steps to identify employee burnout and help your team stay focused and productive in the new year.

- Nearly three-quarters of workers are significantly less productive now, suffering stress and anxiety due to COVID-19.
- In 2021, employers should place a high priority on their employees' mental health.
- Ask each employee how their motivators and needs have changed this year, and create an employee engagement plan around their responses.

The year 2020, was one of the most tumultuous and unsettling years for businesses and employees alike. The COVID-19 pandemic spurred several unplanned business transformations, like company closures, employee layoffs and furloughs, and remote work. It's no surprise that these sudden changes, in addition to the ongoing health crisis, have had a drastic impact on employee mental health, productivity, focus, and morale.

In a recent study by Ginger, 69% of workers claimed that "this was the most stressful time of their entire professional career, including major events like the September 11 terror attacks and the 2008 Great Recession," and 70% of workers agreed to be "significantly less productive because of stress and anxiety surrounding COVID-19." Team leaders have to accept this and go with the flow to get the company going positively. Businesses and employees must continue to adapt to the new normal in 2021. The new year is a great time to re-evaluate your business's processes and set new goals for keeping a healthy and productive workforce.

As a business leader, you need to keep your team focused, positive, and committed by putting your employees first and nurture them to become the best employees they can be. This was a very transformational year, and your employees' needs and expectations have likely changed. We spoke to business leaders and mental health experts to identify five strategies you can utilize to boost company morale and keep your team positive and focused throughout 2021. Avoid stressing the team members by cutting their salaries, or being inhuman as it does take effect on how team members react in this natural or man-made disaster like covid-19. Employee mental health has been a hot-button issue lately, and for good reason. Employers can help their teams maintain good mental health by expanding their employee's mental health benefits and educating their employees on how to take advantage of them. For example, you could encourage employees to take time off, offer mental health days, allow flexible work schedules, and expand on formal healthcare benefits programs. You can also encourage employees to draw a line between their work and personal lives by asking them to avoid checking emails after work hours.

"Be transparent about what the company offers in terms of mental, emotional, and physical support," Patrick Porter, neuroscience expert, and creator of BrainTap told Business News Daily. "As employees feel their needs are met and that their employers understand them, employees will feel more committed to their companies and more positive and focused on their work."

Be sure to communicate what your mental health resources and policies are, and encourage employees to take advantage of them.

<https://www.businessnewsdaily.com/15835-leadership-development-goals.html>

Foster a workplace culture of open communication, frequent check-ins, and anonymous feedback. Communication is a key element of a productive workforce with high employee morale. Although how you communicate with your team may have changed over the year (e.g., using virtual platforms instead of talking in person), its importance has not diminished. Good business leaders frequently check in with team members, conducting employee surveys, and feedback. Another great addition is to offer a way to ensure your team feels heard and understood.

Talk with each employee to re-establish their needs and expectations. Your team members have faced changes in

both their professional and personal lives in 2020, and that should be acknowledged. "Employers need to be conscious that their employees have likely gone through a period of transformation and stress – their needs, desires, and motivators may have shifted in 2020," said Freddie Laker, founding partner of Chameleon Collective. "It will be important for managers to take the time to speak to each employee and re-establish what drives employees." Instead of assuming your team has the same needs as they did the prior year, discuss this with each member of your staff. Although every employee is unique, you can identify common themes in what they say to modify your organizational practices and boost employee morale.

The success of your business is, in no small part, due to the efforts of your employees – offer positive feedback and employee recognition. Even if your team's productivity has decreased over the past year, it is important to highlight their wins. Offer positive feedback on what they're doing well, and remind them of the important role they play in helping the company achieve its goals. Recognition can serve as motivation to stay productive and engaged. "Reinforce the positive impact of their work on their customers or other stakeholders, quoted by Josh Rovner, business consultant and author of *Unbreak the System*. "Remind them that what they're doing makes people happy (or makes peoples' lives easier or better)."

If your business has undergone changes over the past year (which it likely has), your employees may feel overwhelmed or burned out. Instead of letting these feelings fester, reassure your team by explaining the reason behind each change, and show them how each change can work in their favour. With that being said, adjusting to change does take time. If your employees continue to feel burned out, talk to them to find a solution. It is really important to talk about burnout openly and reassure your people that your goal is never to burn them out," Rovner said. "Tell them that if they're feeling overwhelmed or stressed, they need to speak up so you can help them problem-solve. Then, you just have to make sure you follow through on that."

You can keep your team focused by prioritizing employee mental health, re-establishing employee needs, fostering open communication, providing positive feedback, and practicing reassurance and understanding.

How to identify employee burnout? According to a recent FlexJobs survey, 75% of people "have experienced burnout at work, and 40% said they've experienced burnt out specifically during the pandemic." This is expected and is not surprising, and the managers at the work place should identify and address this issue. There are several telltale signs that your employees may be burned out. Listen to your employees. One way to identify employee burnout is simply to listen to them. Although some may directly tell you that they are struggling with burnout, Rovner said, seemingly innocuous phrases may also indicate a problem. Listen for the frequent use of phrases like "I'm tired," "I'm just trying to keep my head above water", "thank goodness it's Friday," and "I wish it were Friday."

"If you hear a lot of people in your company say things like this frequently, you may have an undiagnosed burnout issue," Rovner said. "Even if you only hear one person or a couple of people say it a lot, there could be a deeper underlying issue. At the very least, it's worth exploring why that individual or those people are feeling that way." When you hear these types of statements, Rovner suggests responding genuinely by saying something like, "I know you said you're tired frequently. Do you feel like you're burning out? What can I do to help?" You can also listen to your employees by surveying them and addressing their responses.

Watch your employees' behavior. Some employees aren't vocal about their burnout, but you may be able to recognize it through their actions. For example, Laker said, key indicators of burnout can include shorter attention spans, cranky behavior, clear fatigue, manic behavior, reduced engagement, absenteeism, or longer work hours. Another key indicator to watch for is procrastination.

"[An employee] may tend to be completing their work at the final moment, as times of burnout often fuel toxic perfectionism, and therefore push for more procrastination," Porter said. "This procrastination is not a sign of laziness; rather, it is a sign of nearing absolute burnout." When burnout hits, employees often become resentful, short-tempered, and overwhelmed, and a good employer will recognize these signs and jump in to assist, Porter added.

Identify employee burnout by listening to your employees and watching their behavior

How to re-engage burned-out employees. If you notice an employee is reaching the point of burnout, it is important to address it right away. Laker said an effective leader can step in, help the employee focus on higher-priority items, and permit them to slow down. "Many employees burn themselves out through an overwhelming sense of obligation to complete their tasks, and a strong manager can help them pull back, regain energy, pace themselves, then resume work effectively before reaching the point of burnout."

Laker recommends rebuilding company culture and reengaging burned-out employees by setting attainable, positive goals and implementing activities that can bring employees together in social ways – even if that means virtual activities. "In 2020, many companies struggled to find ways to build their company's culture because traditional methods went out the window," Laker said. "Find ways to bring back the norm. Also, set short-term attainable goals that your employees and teams can achieve quickly and successfully. Having some quick wins is a great way to re-energize a company's culture."

Porter said one of the best ways to reengage employees is, again, by simply listening to them. "Ask them questions, either personally or even through an anonymous response system," he said. "By showing employees you care through listening, they will feel more trust and greater engagement with the company."

You can help reengage burned-out employees by setting attainable goals and prioritizing team-building activities.

Teamwork Design Project

Effective management is crucial for the success of any project. Without a plan, things can get out of control quickly. And no one wants to be the deer in headlights when a client asks for “that document you promised” because it got lost under a soaring stack of other duties. Design projects are particularly unruly since they bring together a range of different skilled and qualified individuals. Let’s face it, creative minds have the potential to clash with client parameters. For project managers, there’s a struggle to find the sweet spot between sticking to deadlines and nurturing creativity.

www.teamwork.com/blog/design-project-management/

Creating a design project management template is the key to planning and executing the design project for team management. Streamline your design management process and deliver winning design projects for your clients with our design project management template. This also refers to the management of any kind of design or branding company, creating a logo or producing multiple design assets. If there is an element of design involved example (multiple reiterations of a creative concept) observing and keeping to the design briefs and guidelines. The reason why project management teams are different in their approach because design projects are not like other projects. There are likely to be more changes and revisions along the way, as the design is a subjective discipline.

I also require the collaboration of multiple skills and input sources, wherein at times does not work efficiently due to many decisions, like we say, “Too many cooks spoil the broth” or in design terms “Too many creatives spoiling the mock-up. Staying organized is crucial if you want to encourage creativity to flourish while keeping ambitious deadlines intact.

“Organizations routinely kill creativity with fake deadlines or impossibly tight ones, quoted author Teresa Amabile, professor at Harvard Business School. “The former create distrust and the latter cause burnout. In either case, people feel over controlled and unfulfilled—which invariably damages motivation.”

Finding a compromise between structure and creative freedom is hard. But the best design project managers can walk this very fine tightrope to facilitate a happy, creative team and ensure clients get what they want.

Understanding how your design teamwork is keeping track of the day of daily activities and as they go according to the template prepared when planning. The combinations of many creative different minds make it hard to take a linear approach to the project team management for design professionals. For example, Your illustrator might do their best work in the dead of night, locked away in their basement, while your art director might be an early bird who gets their best work done right before their 7am yoga class. Find out the strengths of your team, understand how they work best, and weave that into your plan. Project management software and tools could help the team managed to get their plan functioning and on time. Calendar tools and file storage also help on a task. Resource

management tools that let you know which designers have the capacity and when, and if they have the right skillset. design teams can avoid bad project management

Design teams can avoid bad project management as it affects team management. . Your team is relying on you to lead the march and give them direction. Without that, they won’t be able to flex their creative juices the way you want them to. So, if you want to avoid disaster, follow these tips. Review internally first. Get everyone on the same page *before* you meet with the client. The last thing you want is an awkward moment in the boardroom because you didn’t discuss or review assets beforehand.

Collaborate rather than create in a void. Make it easy for your team to work together. Not only does this boost morale and make the project more enjoyable, but it also avoids instances where someone is working on the wrong draft or is doing their own thing outside of the brief.

Teamwork makes collaboration easy by syncing calendars, providing regular team status updates, and keeping everyone in the loop at all times. You can add comments to tasks, and send messages to make sure your whole team knows what’s happening in real-time.

Here’s a top tip: With Teamwork, you can set each team members’ capacity to 80% through the Workload feature. That way, everyone has a built-in buffer for when inevitable scope creeps come in. Avoid communication overload. Communication is important, but there’s a fine line between the *right* amount of communication and micromanaging. Requiring your team to check in every minute of every day is overwhelming and detrimental to their creativity.

Avoid over communicating by adding your team and clients to Teamwork and letting them see updates on the project’s progress for themselves.

Respect and defend actual working time, Your team is important. Their needs are important. Clients are notorious for scope creep. Juggling all these things is hard, but you must respect and defend the actual working time of your team. Don’t schedule calls when they’ve blocked out time to be creative and make sure you provide them with large chunks of uninterrupted time to work.

The key is to ensure everyone is on the same page by playing to the strengths of your team, scheduling even the smallest tasks, and keeping communication wide open.

2. Conclusion

As an efficient manager, you will have more time to spend improving other skills and accomplishing other tasks. Building dynamic teams with the best organizations are diverse and inclusive, comprising unique individuals. A good leader can objectively identify the best employee for a job to create a successful, well-rounded team.. However, to thrive, businesses are better served by an eclectic team with a dynamic skill set."Business leaders need to get good at evaluating if an individual is right to full fill the outcome that the business has while being a great fit for the culture,"

Klein said. "The more eclectic teams that they can build that are still in coherence with each other, the better."

<https://www.businessnewsdaily.com/15835-leadership-development-goals.html>

The culture and foundation of a business start with its leadership. If you want an organization that facilitates open communication and teamwork, you have to embody those traits. Consequently, if you set a poor example, your employees will likely follow that as well. "As a leader, you should lead during this time with exemplary actions," said Daniel Snow, CEO, and founder of The Snow Agency. "You should lead by example and not illustrate how turbulent times may be affecting you on a personal level."

Good leaders are also mentors. Your team looks to you for coaching, counseling, and guidance, so make effective mentorship a priority when setting goals. Create a development plan that helps each team member grow as an individual and in their role. Show them that you care about their personal development by taking the time to listen to them and with new opportunities to challenge them."

"Recognize your staff publicly so they know that they are valued and appreciated," said Snow. "Acknowledge that all of the work they are doing is not taken for granted and they are a very important asset to your company. Be honest, transparent, and accountable. Every business leader should be honest and transparent with their team, and always take accountability for their actions. These qualities facilitate trust between management and employees. This is especially important during times of uncertainty. While turbulent times can affect every industry for better or worse, you need to be able to give employees notice and be transparent with your plans so that everyone is aligned on your vision. Last but not least Show appreciation, recognition, and empathy for your team. Every great leader recognizes that a business's biggest asset is its employees. Express gratitude and appreciation for your team, especially when they reach a new milestone. Having a team of satisfied employees can boost productivity in the company.

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Figures

Figure 1: Effective Team Management, Tips, and Strategies