



Teams and Teamwork as the Basis of Effectiveness: Developing Business Knowledge: an independent learning approach

Sven Rosenhauer

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Bachelor Thesis from the year 2005 in the subject Business economics - Personnel and Organisation, grade: 1,5, University of the West of England / Bristol Business School, 40 entries in the bibliography, language: English, abstract: Teams and teamwork can be found in every organisation. A critical literature review on teams and team building is given. Assumptions concerning defining, evaluating and building teams are stated. Understandings of the topic vary significantly. Teams are seen as co-operations of individuals which are working together to accomplish given tasks. Also advantages and disadvantages differ within the topic depending on the philosophical approach. Advantages of teams are well understood but less proved. Team building is highlighted by two different frameworks. Statements about effective teamwork are reviewed and evaluated. Additionally, the system model as a framework for effective teamwork is illustrated and discussed. Core components like communication, shared beliefs, leadership and shared decision-making, training, and selection are explained. Arguments about teams and teamwork are mainly based on secondary research and narratives rather than primary research. The contrariness of the topic can be explained by a lack of research. Furthermore, methods and methodologies as well as suggestions for further research and limitations are illustrated.

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