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## **ESSENCE OF TEAMS AND THEIR TYPES IN AN ORGANIZATION**

In today's globalized world, issues related to team building are extremely relevant. One, even a brilliant person, just a group of people cannot quickly react to changes in business, politics, economy. That is why, in our time, creating a team is the most progressive strategy of the organization. A strong, united team is the basis of effective activity of substructures of the organization and the organization as a whole.

A team is a collective of specialists who share goals, values and general approaches to the implementation of joint activities, have complementary skills, and take responsibility for the final results. The stability of the organization's work, its efficiency is not the sum of the activities of each individual employee, it is the work of a team [1].

But it must be mentioned that working with a group of people is not always easy. When team members don't have a common goal or sense of trust, it can feel like you're not on the same page, and this can negatively affect the timeliness and efficiency of tasks.

On the other hand, team members who collaborate well not only complete tasks on time and meet deadlines, but also develop a sense of commitment and belonging. Similarly, individual team members feel that their contribution to the work is valued.

In addition, effective teamwork enables:

build strong relationships between employees;

get more opportunities for training and development;

improve efficiency, productivity and creativity;

increase responsibility and improve team morale and motivation for successful project implementation;

implement new approaches to projects and reviews;

improve collaboration to achieve shared team goals.

Team building is rather complicated, but interesting process. Its success depends on many factors, such as: task complexity, employees' level of knowledge, availability of soft skills, experience of working in a team, task deadlines, level of responsibility and many others. This is due to multifunctionality of this concept and its influence on other ones. Moreover, importance of human factor adds an extra value of importance to the effectiveness of an enterprise. That's why it is necessary to study questions which relate to organizations' success.

Each team of the organization has its own characteristics, which depend on the specific tasks of the team, its resources, as well as on the individual qualities of its

members. Theoreticians and practitioners in the field of management and specialists have ambiguous approaches to the definition of types of teams.

Table 1

Types of teams

#	Name	Explanation
1	Functional team	Creates on the basis of a clear system of organizational leadership and subordination. The team consists of specialists who solve the tasks set by the management as efficiently as possible. The team can offer management innovative solutions to problems, but the right to set goals and make decisions remains with the organization's leadership. The activity of this type of team is more effective in a traditional hierarchical organization operating in conditions of a stable, low-dynamic and predictable market.
2	Multidisciplinary team	Combines specialists (often leading) from a number of organizational divisions or partner organizations whose competence allows finding and implementing the most optimal solution to a complex problem. Combining the abilities and capabilities of each team member, which complement each other, creates a synergistic effect that determines the high potential of a multidisciplinary team. This type of team tends to adapt more easily to a changing environment.
3	Self-managed team	consists of specialists who have a high level of professionalism in some areas, mutually complementing each other. This type of team is characterized by a high degree of freedom in making and implementing decisions. The activity of this type of team is more effective under conditions of formation of a new case, creation of a new organization or structure.
4	Virtual team	This type of team consists of people and organizations from different geographical regions, which are united with the help of modern information and telecommunication technologies. Some virtual teams may include only employees of one enterprise, others include contract workers, members of partner organizations, buyers, suppliers, consultants, and other third parties. Communication between members of the virtual team is provided by e-mail, voice mail, video conferences, and Internet technologies, various software.

Also teams can be divided into next following types:

- teams aimed at solving vaguely defined, complex problems. In such teams, team members must trust each other, be reliable, intellectual and pragmatic people;
- creative or research teams aimed at exploring the possibilities of the environment and finding alternatives. Members of such teams must have stable motivation, be independent, creative and persistent in achieving collective goals;
- tactical implementation teams aimed at the implementation of a specific plan. Members of such teams need a clear assignment of tasks, a clear division of roles and the formulation of specific success criteria [2].

For better understanding the essence of teamwork its main features should be highlighted:

teamwork: the team is not the sum of individual parts, but a single whole - a certain structured group of people, each member of which complements the other one;

thoughtful positioning of each of its participants. That is, each of the members of this group understands the fullness of the situation and is aware of the strategic goals, has a number of tasks assigned to him and is responsible for the fulfillment of each of them;

communication: in the team, each member is open and honest with others, ready to resolve conflicts at the stage of their origin;

autonomy: each team is an autonomous part in the structure of any organization. She has a number of well-thought-out ways of interacting with management and other teams, but they have no influence on the processes that take place in this group;

synergy: the effect of the joint work of a team is qualitatively superior to the effect of the work of individuals. That is, the joint work of specialists can give much more in total than the results of their work alone [3].

Thus, it can be seen that teamwork is not a simple relationship between people working in the same organization or on the same project. Such interaction is rather cooperation between individual employees, which extends to different areas and tasks. Teamwork is the activity of a group of people focused on solving a specific problem. A team is a separate "unit" in the organization's functioning mechanism.

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