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TEAM COMPOSITION IN A MULCTINATIONAL TEAM

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### Team Composition in a Multinational Team

Nowadays, the success of a company depends on correct operations. In particular, the results of globalization force companies to move in the direction of the formation of multinational teams as a strategy to be competitive. Moreover, all members of the team are different, and they live in other countries. The location of each member creates many difficulties in the organization and communication of the people. In turn, the successful team composition in the multinational team covers the aspects of the cultural diversity, structure for productivity, virtual type of working environment, value of success, and characterization of a leader.

Firstly, the role of the team composition in the multinational team is essential because people must work together. In particular, the term “team composition in the multinational team” means the “pattern and organization” of the way of the interaction and communication between the people from the different countries (Wildman & Griffith 2015, p. 199). Since people are from different countries, they have their own cultures, values, languages, time sets, and other elements that must be covered in interaction and communication. Hence, the team composition in the multinational team is the form of the organization of the people that have single goals within the framework of the employees from different countries, including team members and leaders.

Then, since the majority of the team members has the different locations, it is obvious that they have their own cultures, values, beliefs, and other aspects of their life, leading to the consideration of the concept of diversity. For example, the key elements of the multinational team are diversity, team size, team leader, communication, management of the working process, and culture of trust (Mockaitis, Zander, & Cieri 2018). In this case, the size of the team defines the pressure on the leader, while the manager organizes people in work. Communication is a language that team members use to share their own ideas and comments on the issue, while the culture of trust is the idea that each member can expect the help of other employees. Therefore,

the diversity of cultures within the team is the development of a single form of communication and cooperation with the purposes of hearing all employees, considering the initiatives, and getting the trust of the members.

Further on, the diversity in the group supposes that the workplace is virtual. In this case, the main issue is the correct cooperation to foster productivity because people have their own time zones and daily life. Basically, if the members of the team do not cope with their own parts of the work, other employees may not finish their tasks (Gelles 2020, para. 5). In order to overcome this challenge, team leaders must develop a document of responsibilities to show people their parts of the work. Since the tasks are defined, the schedule must be formed with the purpose of understanding the time. Besides, employees must know about all of the duties to manage their personal life and work responsibilities. In turn, the team leader must determine face-to-face meetings to support team members.

Moreover, all teams must celebrate positive times because it is a normal practice to motivate people. In this case, success is also an important aspect of the workplace. Since each employee must be motivated to complete tasks and providing positive working outcomes, success means contributing to the team goals (Carniol 2020, para. 3). All team members are the elements of the single body, and their efforts have value for the team's purposes. During the meetings, effective leaders determine the success of each member as a successful end of their part of the work. As for the success of the project, it can be bonuses to the salaries of the employees because the personal meetings of all employees may be a challenge.

Finally, any team cannot be successful without a leader. Basically, the ineffective actions will lead to the failure of the whole organism. For example, the leader of the multinational team must be familiar with the concept of diversity and effective communication (Salas, Ramon, &

Passmore 2017). Moreover, such a person can be of any ethnic group and sex, but other employees must respect this individual. Hence, effective leaders are respectful professionals by considering the communication within the framework of the diverse environment.

In conclusion, the formation of the multinational team has its features. Firstly, it is the choice of the method to organize people from different cultures and countries. Then, the diverse team faces many problems that can be solved with the help of the implementation of the proper team composition, including the communication and trust between the members. Further on, in order to foster productivity, the role of the leader is to organize the documents of the tasks, responsibilities, and deadlines by considering the virtual environment. Moreover, all teams must celebrate the success of each member when the work is done. Finally, the leaders are the critical elements of any team, and successful managers know how to communicate with the diverse members, respect employees, and being accepted by others. Thus, the team composition in the multinational team leads to positive outcomes for leaders, employees, and companies.

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