

9-1-2013

Creating Successful Teams

Devi Akella
Albany State College

Follow this and additional works at: <https://scholarship.shu.edu/omj>



Part of the [Organizational Behavior and Theory Commons](#), and the [Organizational Communication Commons](#)

Recommended Citation

Akella, Devi (2013) "Creating Successful Teams," *Organization Management Journal*: Vol. 10: Iss. 3, Article 9.

Available at: <https://scholarship.shu.edu/omj/vol10/iss3/9>

REVIEWS & RESEARCH OF NOTE

Creating Successful Teams

Devi Akella¹

Co-Editor

¹*College of Business, Albany State University, Albany, Georgia, USA*

Understanding teamwork and group behaviors is crucial for organizational success in today's environment. Intense competition, rampant unpredictability, and a constant need for innovation have increased the significance of interdependence and the demand for greater levels of collaboration and communication. Teams, if designed properly with clear goals, well-defined tasks, and team members with right skills, and if given adequate resources, can ensure optimum performance and efficiency.

In this context, the book *The Synergist: How to Lead Your Team to Predictable Success* written by Les McKeown fills a much needed gap on overcoming conflict and uniting as a group. So far, books on teamwork have dealt with symptoms of group dysfunctions like lack of trust, poor communication, and fear of change. McKeown, in contrast, attempts to illustrate how an individual style of management could avoid dissensions and conflicts from arising. The author describes three individual styles—the bold dreamer (visionary), pragmatic realist (operator), and systems designer (processor)—and how they could all lead to gridlock. He then suggests a fourth style, which is

“the synergist perspective.” McKeown elaborates on the synergist style and its qualities and actions, which lead a team toward collaboration and cooperation. The synergist is able to interpret differences of opinions, intervene at the right moment, capture the best of all team players, and push the enterprise ahead.

Laura McClendon provides comprehensive insight into the book and its overall content. She focuses on its important aspects, elements, and limitations. She states that the motto of the book, reduction of dissensions and conflicts, echoes throughout the book. The review informs the reader about the material on individual styles, their overall ineffectiveness, and the need for the synergist's role in a team. She describes a high-performing team and how a synergist contributes in its formation. An extensive synergist toolkit, contained within the book, teaches a person to become an effective synergist. The review recommends the book as a “worthy read,” highly beneficial for practitioners who have to deal constantly with groups and their conflicts. It lays out a road map to design effective teams and group collaborations.

Address correspondence to Devi Akella, College of Business, Albany State University, 504 College Drive, Albany, GA 31705, USA.
E-mail: dev.akella@asurams.edu