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THE IMPORTANCE OF TEAM-MAKING IN MANAGING A PROJECT

The global environment requires organizations to enhance their capabilities and position in the market by making strategic choices and decisions. There exists an urgent need to develop unique competencies regularly and undertake initiatives to bring value to the customers. These days, the development of any organization is defined by the ability and readiness to generate project ideas and adequately manage them. Project and project management have become an attractive area of interest among management theoreticians and practitioners due to their ability to correspond to the challenges and needs of the modern environment. The creativity potential comprises knowledge, creative thinking, and motivation [2], which is the primary tool to be developed within the organization, giving a way to generate a powerful project idea.

Successful project management starts with a careful and diligent approach to building a project team where the project managers are responsible for solving and managing a variety of specific tasks related to planning, controlling, and implementing. The project team's success depends on high-quality communication, motivation, dealing with controversies and conflicts, and prioritizing. It makes a task more complicated to build an efficient and integrated project team, considering the aspects of team management and the psychological and social compatibility of the members being able to meet the stakeholders' needs, corresponding to these days' challenges of the business environment.

The concept of “team” is essential in project management along with “project team” and “human resources management of the project,” which are based on team building, planning, and developing [5], as executing, monitoring, and completing various project phases [1]. All these stages outline a project life cycle as a collection of sequential and sometimes overlapping project phases. Regardless of size and complexity, all projects can be mapped to a generic life cycle structure” [4]. Efficiency in project management is achieved by engaging “the right” people in the project team and by mingling the team members' knowledge, skills, qualifications, and experience. Assessing candidates for a project presupposes estimating professional, personal, and psychological characteristics and is based on the competence approach. Building project teams bring benefits at a project level in developing interpersonal relationships, information exchange, decision-making, monitoring, etc. Managers and leaders involved in the project, managing the critical function, make it successful because it is not a one-person operation [3]. The effective development of team membership leads to trust relationships among team members and high-quality information exchanges within the team, more effective team decision-making, project control systems, high project performance, and feedback mechanisms on team member performance [3]

Project team-making is a comprehensive approach that implies a variety of criteria to be considered to achieve the desired outcome – a successfully implemented project ensuring an influential position of the organization on both local and global levels. There is a diligent approach in defining the project team members as the driving force to generate innovative ideas and make them work. It becomes possible through risk elimination by concentrating on small interactions of clearly defined deliverables.

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