

Abstract

Topic: Successful team management in the means of increasing team performance and the work environment

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Course/ Year: BSc International Management / 2021

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Content: The increasing complexity in business operations places higher demands on everyone involved, making efficient teamwork essential, in order to face the complexity within modern day work environments.

This thesis intended to examine how to successfully manage a team by improving its performance and the work environment simultaneously. Whereas the main aim was to determine whether the collective use of several motivational and self-management methods together with hormonal triggering positively impacts team performance and the work environment.

Qualitative research in form of semi-structured interviews with experts in the fields of team-management and biochemistry was practiced. This was done in order to gain a more in-depth understanding about team management and hormonal triggering as well as on the impact both areas are having on team performance and the work environment. In addition, a thorough literature review was carried out.

The findings of the research spotlight the significance of effective communication both top-down and bottom-up as essential. Furthermore, creating clarity and transparency among team members proved to be crucial towards successful team management. Thereupon, it is important to create a space in which employees are able to exchange constructive and trustworthy information, as this makes the collection of high-quality information feasible, which can be used to further motivate employees. As of the hormonal triggering, a workplace must be designed in such a way that it naturally triggers the release of such.

Future research should investigate whether there is a link between an increase in team performance and the work environment. Additionally, no literature was found that examined the impact of hormones on team performance. Likewise, Cortisol and its short-term impact on social environments has to be further determined.

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