

The Importance of Team Design in the Beauty Salon

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THE IMPORTANCE OF TEAM DESIGN IN THE BEAUTY SALON

The study has the following objectives:

1. To provide a review of sources about building teams in any organizations;
2. To review team designs and organizational structures in beauty industry;
3. To develop a framework for building a strong team design in a beauty salon.

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The information collected in the research paper is analyzed through the following theories:

- ❑ Levi's theory - team structure differs from one business to other, and there are many ways to classify teams and these classifications help the organization to succeed or not (Levi, D., 2017);
- ❑ Raelin's "leaderful" practice, and how this practice can accomplish the critical processes of leadership, making organizations better and maintain employees together (Raelin, J. A., 2003);
- ❑ Patrick's Lencioni actionable steps that can be used to overcome the problems and develop an effective team (Lencioni, P., 2002).

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Levi's people classifications into group work



Work Group

(independent, management controlled)



Team

(consultative, power to team, coordinated by leader)



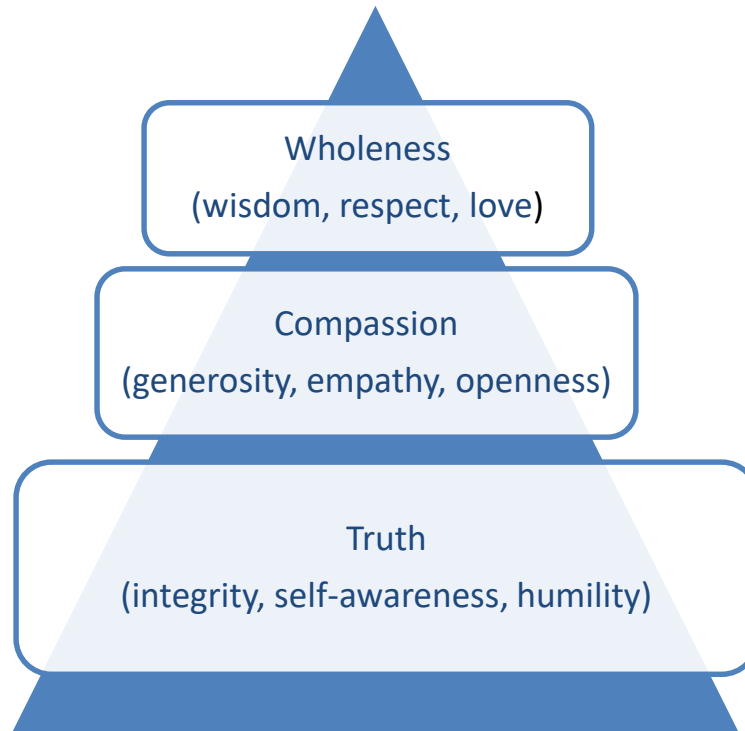
Self-managing Team

(increased power and independence)

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Antony's Tjan advice: Leading a Collective Team through

Goodness Pyramid



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Recommended Beauty Salon Team Design

* Functional Team (divided into smaller departments)

Collaborative

Organized

Collective

Cooperative

Accountable

Supportive