Tanner Gibson

Ruth Whatley

Team Building Report

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The B2D Motor Company is a high quality, premium off-road racing manufacturer. All of us at B2D Motor Company specialize in the developing and manufacturing of race-ready all-terrain vehicles and dirt bikes. Every single part of the machines are pressed, welded, buffed, and painted on the premises. We even have our own plastic molder for the different customized bodies that the customers order. B2D hires the best and most experienced engineers in the world to design and manufacture the best component parts in the industry.

Everyone at B2D Motor Company strives to make the lightest, fastest, most reliable, and most fuel efficient racing machine in the market. We enforce all of our aluminum parts with titanium in order to get the lightest and strongest parts our high performance engines. The oils we have specifically developed for these engines are designed to help the metal lube itself, almost ensuring that the engines will never break do to a dry piston.

In order for The B2D Motor Company to succeed they need a team of people who are specialized for the jobs that they are assigned. According to Jennifer Britton, I need to clarify the positions that people need to fill in order to avoid confusion and assure that we get our goals done and in a timely manner. The top five spots of the organization are very important for the survival of the company. One of the top five positions is the accountant, their job is very important because they have to keep track of all the company’s financial records, investments, and how much income the company makes. The accountant also keeps the price at a level where they are competitive in the economy.

Another top spot job is human resources management, and they are responsible for finding and attracting employees to work in the organization, selecting one of the many people they have interviewed, and train the person that they chose. After the training is done they then have to do an assessment on the employee to see if they are up to par with where the company needs them to be at, and finally if they are doing what they need to do then they reward the person for their work.

Another very important job in the quality and output of the company is the operations manager. Here at B2D Motor Company we like to call people in this position supervisor. The reason of this is because they oversee the production of goods and services in the most efficient and effective way for the company. The operations manager also has to make the work environment safe and most efficient for the employees in the work force. After the work day is done they are required to make the operating budget to see how much money was spent and how much money can be used to develop new technologies.

Sales managers are the backbone for company because they are the ones who get the word of our company out there and get the precise details of our products to people so that everyone know what we do and what we are known for. It is so important because we can make products all day long but it would just be a waste of time and money if we had no one purchasing them, which is why being a sales manager is required for the duration of the company to ensure our products are being sold.

Finally, the person who is responsible for hiring highly qualified and expert employees is the personnel manager. They do a lot more than just hire people however the personnel manager is also the one who gives incentives to new employees to stay here with us, give additional training to new employees or employees advancing in the corporation. They also need to attend to the employee’s need and keeps track of the wages and salary of the employee and gives those documents to the accountant.

Over several weeks and hundreds of interviews with people who wanted to be a part of the new corporation, we have finally narrowed down the selection. These people were picked based on how they answered a series of questions that was asked to everyone as a structured interview. We also had interviews in person to test the reliability of the tests and to take out some of the liars. We figure that since we know the attributes of how these certain people work best and give them their job based on that then the company should run very smoothly.

The first job to be filled is the human resource manager; we have selected Joseph “Joe” Parks. Joe will have to use his knowledge in organizing, planning, and leading to help this company reach its goals by recruiting people for the company, interviewing the people, training the people he hired, and keeping all of the employees happy. We figured Joe would be the perfect person for this position because his personality, attitude, experience, and all around skills he has concluded that he was a very people based person. Also, during the interviews we notices that he is a very good talker, he talks with confidence and in a way that make people feel very essential to the corporation, even if they are just frontline workers.

Joseph also needs to be S.M.A.R.T. which is specific, measurable, achievable, relevant and time bound (McNamara). He needs to use these skills when hiring certain personnel to the company to ensure that they are best person for the job or project that we are working on. His only triumphant weakness is that he is not for maximizing profits for the company, that is no problem here because his job is to look after the people that are working and has nothing to do with numerical figured for the company.

The next position we filled was the sales manager; and we picked Michael Cozard for this job. Some of the management functions that he needs to have this job he already has such as; leading and organizing. He needs to motivate and lead his sales people to be the best salesmen they can be to get more sales for the company. He also will have to organize more clients for the sales people to contact and get their orders. His strengths that got him this job was that he is very serious and he likes to keep the peace (personality type). All of which are good for company morale and for any upset customers he can easily fix these unlikely situations.

Michael’s skills, experience, and his attitude are major factors in why he has this position in the company. He is also very good under pressure based on his five factor personality test, which is perfect for many of the situations that his job will encounter on a day-to-day basis. His only true weakness that can be fixed is he is not a curiosity seeker. This will be a very easy hurdle to jump in making him the greatest sales manager ever.

The third position we need to fill is the personnel manager; for this position we are picking Adara Faith. The management functions that she will need to perfect are organizing, planning, and controlling. She will have to use these skills to hire new people in certain positions and fire people who are not performing their jobs up to par. According to her personality test that we gave her we concluded that her strengths are when she works in an environment where people understand what she is saying, appreciate her work, and she is morally good so she will hire and fire people only for work related reasons and no personal affiliation.

Based on Adara’s present skills, her experience in this position, her amazing personality and attitude for the job, and her outstanding college GPA makes her perfect for this position. However, she does have some weaknesses that can be fixed with a little bit of time in the position such as; her struggle with leadership and how people can walk all over her (Personality type). People in this company are very friendly towards one another and this should be the perfect place for her to work on her downfalls to make her the best manager she can be!

In addition to the company is a mentally tough and handles pressure in tight situations as the operations manager. Their job is to make sure all the floor managers are doing their job by making the workers do their job correctly and precise. After a lot of interviews we have found that Jaymi Cook will be the best person for this job. For this management position she will need some management functions such as; controlling, leading, planning, and organizing. Jaymi’s college credentials show that she is well qualified to lead the floor managers in the proper direction to make the company run smoothly. Also, according to her personality test we gave her she is an excellent planner and that is a great skill to have here when we have big orders to fill, she will ensure that things are done quickly and properly.

We all believe that Jaymi’s strengths in finding a solution in an argument is an amazing characteristic for this company because it will get problems solved much more quickly than before. She also brings ups issues that she thinks needs fixed but she does so in a manner that you do not feel in the wrong and that she is really trying to help you which will be great for company moral. According to Carter McNamara, she will need to regularly monitor and report on the status of the team of floor managers and how far along they are getting on the project, and everyone here believes that she will do this task perfectly. After all of the interviews and different personality tests we gave her there were not really any weaknesses she would bring to our company.

Finally, the last position we need to fill is the accountant. For this job everyone here agreed that I, Tanner Gibson, would be the best person for this job. The functions of management that I will need is organizing and planning. I will need to keep all of the sales records, paychecks, investments, and any other expense that the company has up-to-date and accurate to the penny. Whenever there is a big project coming up I need to plan a budget that the company can do without losing everything and try to return with a huge profit. My only weakness for this job is that sometimes I think I will enough time to get something done and I wait a day too long and I run out of time or am rushing to get it done. I asked Todd Gibson who you look for in an accountant and he suggested that you hire someone who has an accounting degree and is a professional to ensure that everything is done properly.

However, I bring a lot of strengths to this position because I am very organized and have been my entire life. I will not lose any of the paperwork and everything will have a place and it will all be done in time, even if I have to rush it in. Also, my skills in accounting and with numbers are untouchable, I am always on the dot and accurate every single time, which will be good for the company because they will not have to pay me to do the same thing twice. I am an older brother as well and I naturally have the ability, skill, and cognitive capacity to lead everyone in difficult situations. According to my team role assessment, I am a great summarizer because I listen to everyone’s story and think of a solution that we can all do and be happy with.

In conclusion this team is very well put together and has many skills that I know owners and business men look for. This team’s member share responsibilities, all people participate in idea generation, problem solving, and decision making. All of these members show respect and trust for one another and they all do what is needed to get the goal met. The managers here also confront each other on problems so we can nip them in the butt and not let them get out of hand and according to Shirley Lee, these are some attributes that a great team has.

This team would work very well in just about any company or organization because we all have the skills and the environment does not make a difference. From this report I learned that team building is very difficult and you have to find people that have all the skill that you need because you have to interpret in from your interview with them and by their personality tests. But when you find the right team you need you can be an unstoppable developing force.

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