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The Importance of Team Design in the Beauty Industry

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The Importance of Team Design in the Beauty Salon

Stela Pereu

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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.

THE IMPORTANCE OF TEAM DESIGN IN THE BEAUTY INDUSTRY

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).

THE IMPORTANCE OF TEAM DESIGN IN THE BEAUTY INDUSTRY

Levi's people classifications into group work



Work Group

(independent, management controlled)



Team

(consultative, power to team, coordinated by leader)



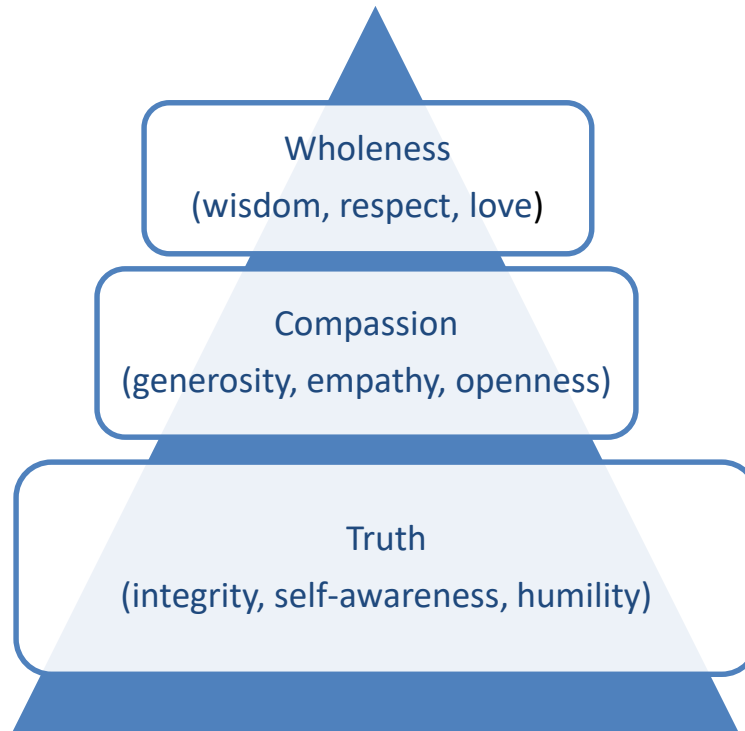
Self-managing Team

(increased power and independence)

THE IMPORTANCE OF TEAM DESIGN IN THE BEAUTY INDUSTRY

Antony's Tjan advice: Leading a Collective Team through

Goodness Pyramid



THE IMPORTANCE OF TEAM DESIGN IN THE BEAUTY INDUSTRY

Recommended Beauty Salon Team Design

* Functional Team (divided into smaller departments)

Collaborative

Organized

Collective

Cooperative

Accountable

Supportive