

## **“Integrating Self-Managed Work Teams into Project Management”**

Increasing competition, globalization and demands to raise customer satisfaction, have made it necessary for businesses to create innovative strategies to maximize efficiency and productivity within their organizations. As a result, more corporations are beginning to recognize the value of developing a team-based organizational structure. At the foundation of this structure are self-managed work teams, which are groups of individuals working toward a common goal. These empowered teams share equality through managing the risks and benefits of decision-making based on their training, mutual commitment, and trust of the team. This shared responsibility is expected to lead to an increase in efficiency, quality control, and overall effectiveness.

The history of self-managed work teams, a definition and characteristics of self-managed work team and the role of emotional intelligence in self-managed work teams are presented. This paper also presents the advantages and possible deterrents of self-managed work teams, and offer recommendations on ways to integrate these teams into project management. Barriers to successful self-managed work teams and factors to consider before forming a self-managed work team are also addressed. Strategies for providing comprehensive training to develop self-directed work teams are discussed using case studies from international corporations.

**Keywords:** Self-managed Work Teams; Project Management; Productivity; Employee

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