SUMMARY

Subject matter: Teambuilding management in modern organizations (by the example of the Vladikavkaz beer and soft drinks factory “Dariyal, Ltd”).

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Information about customer organization: The Vladikavkaz beer and soft drinks factory “Dariyal, Ltd”.

Topicality of the research: In the dynamic growth, forced restructuring, reorientation, etc. - in the period of the change in the organization, one of the key factors of its success is the availability of an effective management team that is able to meet new challenges in a constantly changing environment and minimize business risks. In this regard teamwork opens the organization many new opportunities with the same set of resources. That is why the formation of an effective management team and "nurturing" of the successors becomes today one of the key challenges for successful leaders.

Objective of the research: a comprehensive analysis of teambuilding management in modern organizations and the development of recommendations for improving the process.

Tasks of the research:

- to explore teambuilding as the paradigm of management of modern organization;
- to characterize the existing classification of teams and evolution of team forms of work organization;
- to analyze the processes of planning and organization of teamwork;
- to explore the features of the teams development in terms of staff motivation and training;
• to diagnose the command forms of labor organization in the Vladikavkaz beer and soft drinks factory “Dariyal, Ltd”;

• to make recommendations to improve the process of teambuilding management in the Vladikavkaz beer and soft drinks factory “Dariyal, Ltd”.

**Theoretical and practical significance:** The theoretical significance of the research is that the research results could be applied in the further development of theoretical and methodological problems of teambuilding management, further understanding of the processes occurring in teams in modern organizations, in the diagnosis of problems associated with the command forms of work organization, and identifying ways to resolve them.

The practical significance of the research is in the fact that the provisions of the work can be used by commercial enterprises for the analysis and optimization of processes of teambuilding management.

**Results of the research:** During the research it was concluded that the Vladikavkaz beer and soft drinks factory “Dariyal, Ltd” teambuilding management processes are not efficient enough. Due to external, internal reasons or their combination the teams lose their members. It is clear that there are no quantitative criteria here and there can not be – it should be a quality criterion. In the authors' understanding social identity serves as a defining criterion.

To analyze this aspect, it is advisable to use sociometric procedure. In the Vladikavkaz beer and soft drinks factory “Dariyal, Ltd” a team of top managers similarly analyzed as this team has a decisive influence on the functioning of other teams within the company. The analysis showed that the structure of assessments a group of managers being tested can be characterized by average degree of homogeneity of the team and the team cohesion is present, but at a low level. In general we can say that the team works in the organization are not of under-developed and effective, and the teams themselves are largely nominal.

**Recommendations:** It should be noted that with the teams splitting the Vladikavkaz beer and soft drinks factory “Dariyal, Ltd” you can and should work,
and the work is highly technological. All four fundamental process of teambuilding - overstafferring, in-depth knowledge, repositioning, expansion of a common vision - in a moment of crisis filled with new content. A useful tool for such work is business games that simulate real activity and organize processes of intergroup interaction: they allow teams to relive the experience of split in relatively safe conditions. If the crisis has already occurred, it is necessary to remove the acute situation and help the team in a coaching mode.

Key training processes of team rehearsal in this case will be repositioning and expansion of a common vision. Key reflexive instruments are the role or typological model, a typology of protective mechanisms, analysis of labor participation ratio and principles of group decision-making, understanding by the team the nature and the point of application of external influences aimed at its cleavage.