

Setting up an enterprise as a team

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Academic Essay

March 2023

Bachelor degree of entrepreneurship and team learning

ABSTRACT

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Tampere University of Applied Sciences

Name of the Degree Program

Name of the Option

Author 1 & Author 2:

Title of Thesis

Title of Thesis 3

Bachelor thesis xxs pages, appendics x page

Month 2023

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Introduction

Most enterprises encounter frequent harsh economic conditions and concepts such as outsourcing, agile and lean management, change management, and cost reduction are constantly gaining more attention. This concept aims to save budgets and face unexpected changes. Technologies like cloud computing and IT, which has always been viewed as cost center, is now a source of saving money and driving flexibility and swiftness to the business. Reflective and recurrent learning within a participative community is allowed for the internalization of values, behaviors, beliefs, and actions required for the success of a team.

The concept of agility originated in the manufacturing field in the early nineties. It comprised two attributes: leanness and flexibility which eliminate the non-value-added activities. In other to have a greater understanding of “doing more with less” this has spread in the last few years as a result of tough economic conditions that businesses face. Examples of such conditions are recurrent downturns by obliging them to reduce cost while at the same time maximizing profit and customer value. When this happens, businesses have to turn into agile enterprises to sense changes in the environment and respond quickly to the changes that occur.

These changes might happen at different levels within the economy, in competitive environments, or in customer needs. Agility is a characteristic of highly competitive organizations that can easily make decisions to survive changes in uncertain and complex environments. Agile organizations drive corporate benefits by focusing on short-time markets, continuous improvement, customer value, and fast response to market changes. These methods were used in software development projects for complex systems that require frequent changes on quick response within a short time frame. Subsequently, an agile methodology was applied to project management with the philosophy and concept that agile enterprise has emerged. Research had shown that information system agility is one of the most vital factors in sustaining a firm, community, and a team’s strategic alignment (Joerfit et.al, 2011 cited in sales and wants 2011)

What is team enterprise?

Team enterprise can be defined as an organization of devised background where teams see the big picture and act collectively to create a propose, strategy and

value across the enterprise while moving away from self-interest and controlling system, talent, and project together.

Importance of Setting a Team as an Enterprise

* Easy to solve the problem within the organization

So many businesses today are in a chaotic and uncertain environment where organizations face multiple attacks caused by globalization. According to ( Blanco-Mesa, F. Julieth Rivera, P. Patino-Hernandez, X.& Martinez-Montana, M. 2018, 4), these events increase the difficulty of predicting social, economic, and business phenomena by allowing problems and decision-making within the organization to be solved without when there are no previous experiences. And natural language and reasoning with a key role related to the possibility (Julieth R et al.2018).

* Increase in technological development

As technology develops scientific and technological achievements are been spread in all aspects of human life as mentioned by Janjić (2019, 3). Innovation activities are very important for every enterprise since they are considered to be the main factor for a stable knowledge-based economy with a lot of competition and dynamic development. As an organization, it is important to apply modern innovation skills by being flexible and also willing to accept the characteristic of current economic development. When establishing a team enterprise it’s important to constantly think of planning, organizing, performing, controlling, and improving the business in other to satisfy the market needs as fully as possible.

Problems face when setting up a team enterprise.

* Competition with other organizations

The challenges faced by global organizations continue to grow increasingly through interface issues and complex ways. Operating a business in a highly competitive environment is very challenging. Organizations seek to improve efficiency and Information technology is capable of fundamentally changing the way business works. As mentioned by Sreekumar A et al. (2019) many organizations use Enterprise Resource Planning (ERP) systems to improve their competitiveness. Lack of proper testing during implementation was a frequent problem since there was no flexibility, or regression test in other to include additional test cycles within the organization. As a project them member, the challenges of data not being converted yet and just being so inclusive as a team thus affect the team since proper testing was not carried out.

* Difficulties in time zone management

Another challenge is time zone limitation. A project manager once said time is a specific challenge that has not yet been encountered in some countries which is a critical problem in setting up a team as an enterprise with people from diverse backgrounds.

* Resistance to change

In addition, resistance to change is the highest challenge that most enterprises face since they are already good in the jobs they have and find it very difficult and uncomfortable to be doing something new from what they are already used to doing. At the time, some people have been in the same system but still had yet to decide that the system is hard.

* Difficulties in making choices

 Some of the frameworks have advantages, such as workbook materials and display slides that may help the implementation process with the organization. Internal auditors can as well help the manager to evaluate which one is best suited for the organization's needs. The technological part is very important as well since so Many risk management p uses a methodology that is not specifically based on the framework. And when that happens, the deficiencies will lead to difficulties. Technology should be built around the methodology and used in several ways. The business strategy should be defined at the outset of the exercise along with the organization's mission and vision. When this is done, the enterprise resource management (ERM) process will flow forward from this strategy, and events will be identified that will have an impact on the achievement of the organization's strategies and objectives (Kerstin, D. Simone, O. Nicole, N. & Othmar, M . Lehner, 2008,).

* The human framework needs to be minimized

To ensure that the framework suits an organization, the human factor needs to be minimized. The problem for both tools (GRC and COSO-Cube) could not be the same for everyone since they are not on the same page. For this reason, it is good for a project team to develop a risk glossary at the beginning of the human resource implementation process so that the company can save money and time. The management team has to outline the different types of risk to team members which are risk assessment, risk management, ERM, significance, likelihood, inherent risk, and residual risk. It is very important to define what risk means to the entire organization since there are several different interpretations. It is important to clarify monitoring responsibilities among internal auditing, individual business managers, and the board. Software based on key performance metrics may be used to design an effective continuous monitoring process. A risk-aware culture is necessary to ensure that the risk process becomes institutionalized within the organization. More advanced risk identification techniques, such as control self-assessment, may be adopted eventually. Decisions and actions within the organization must be viewed within the context of a team approach. Moreover, each team member's authority and responsibility for risk must be spelled out. When all these are not spelled out, it becomes a challenge within an enterprise

* Expansion of the global economy

Janjić (2019, 3), postulate that Modern enterprise faced serious Challenges as a result of the expansion of the global economy, the struggle for market share, a dramatic shortening of a product life cycle, a reduction in size, etc. To meet these challenges, enterprises must constantly increase productivity, improve product and service quality, develop new products and meet customer requirements and desires. Enterprises must be constantly innovative because the imperative of modern business is the improvement of these components of the enterprise’s structure

Conclusion

There always is a degree of tension across teams since they are competing for resources and opportunities. The key to entrepreneur study is to help teams bridge their differences, rise above conflict and channel their energy toward finding a productive solution rather than focusing on different issues by creating a constructive environment where the team is willing to learn and give support which will go a long way in creating a greater value in the organization

Source

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