Senior Management Teams. Edition No. 1

Description: Over the years scholars have conducted research to demonstrate qualities needed by a manager to achieve success (Proehl, 1997). These studies have identified qualifications, experience and achievements as the common tools contributing to success. Teamwork has emerged as a managerial concept as individuals can't possibly carry out the range of skills and functions needed for success. Therefore, a team of individuals can be more effective than an individual due to their combination of strengths (Proehl, 1997). The purpose of the research is to identify the attributes and characteristics of senior management teams, at both the individual and team level in a hospitality environment, that impact upon team performance. Given the changing environment in which hospitality organisations operate, there is a continuing need for managers to develop, progress and embrace change (Gilmore, 1998). At the same time, there is a need to further explore team composition and how roles of team members impact on team performance (Belbin, 1996).

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