

Molly Healy

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## Mind the Skills Gap: Teamwork

*Get insider advice from employers, alumni and faculty on building teamwork skills that drive career success. Plus how careers support at LSE Department of Management helps to equip you with the skills employers value most.*

Employers across the globe have spoken: graduates aren't arriving in the workplace with the skills they need to thrive. According to the [QS Global Skills Gap Report](#), 13 out of the 15 most critical career skills are underdeveloped in new hires, and this gap spans industries, borders, and job roles.

At LSE Department of Management, we don't just acknowledge this challenge, we tackle it head-on.

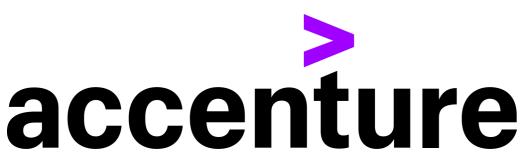
In this blog – part of a six-part series exploring essential career skills – we dive into the essential art of teamwork. It's one of the most sought-after skills by employers, and we share with you how to build it into your career journey.

Read the interview with four members of our community to get their take:

- Alex Pinter from Accenture, one of our valued corporate partners, shares why teamwork is a superpower.
- Shruti Babbar, MSc Human Resources and Organisations alum, reflects on how this is a personal skill that you can develop.
- Edgar Whitley, Professor of Information Systems, shares how teamwork experience is embedded in our teaching through assignments.
- Bethan Briggs, one of our dedicated careers consultants, gives practical advice on how students can hone this skill through career support.

# Teamwork

## From an employer's perspective, why is this skill important?



Teamwork is the ultimate power skill. No matter how smart you are, your impact is limited if you can't build with others. The workplace runs on collaboration – diverse minds tackling complex problems together, often across cultures, time zones, and disciplines. *Great teams don't just divide tasks; they multiply ideas, pressure-test assumptions, and accelerate execution. In a world where AI and automation handle routine work, it's human collaboration that creates real breakthroughs.*

Students who master teamwork enter the workplace with a superpower: they can listen, adapt, and lead in ways that make everyone around them better. And in the end, that's what organisations value most – not solo brilliance, but collective success.

## As a Department of Management alum how would you advise students to develop this skill?



Shruti Babbar (MSc Human Resources and Organisations, 2008):

Let's understand teamwork using contrarian pairing – taking a cue from Tom Peters.

They say teamwork is about working with others. I say, teamwork is a mindset which starts with you. They say it means group settings, meetings, and brainstorming sessions for solving problems. I say, it is a personal skill, how you communicate, respond to feedback, and show up in shared spaces.

They say teamwork is something that happens outside of us – a structure or a system.

I say, it starts with oneself, being self-aware, knowing your strengths, adapting to the needs of the team, being curious rather than assuming, listening more, knowing when to give and seek feedback.

They say trust forms naturally over time in a team. I say, trust is built by our individual actions, listening intently, respecting views that may be different than our own, challenging and being challenged, taking responsibility of our actions, and honouring the commitments.

**As a member of faculty, how do you encourage the development of this skill?**

Edgar Whitley (Professor of Information Systems):



Too many students lack experience of teamwork. For my undergraduate course in information systems, students need to work together to devise a digital business strategy for a fictional company.

The assignment design uses the insight that teams can typically work on larger, more complex problems than individuals. At the same time, *effective teamwork involves coordinating and collaborating across activities as real world tasks are not neatly independent of each other.*

Thus, to complete the assignment, students need to ensure that all team members understand the business strategy, and so can ensure that the functional requirements, user experience and system modelling all align with it.

By the end of the assignment, as well as learning technical skills, thinking about digital business strategies and dealing with open ended problems, students taking the course also learn about their own abilities to collaborate with their peers.

They are invited to reflect on the teamwork experience and whilst most state that everything went well, others note how they realise they need to be less bossy and come to trust their teammates more.

**As a careers consultant, how do you help students close the gap between assumption and reality?**

Bethan Briggs (Department of Management careers consultant):

Our team helps to support students to develop their teamworking skills by providing them the opportunity to consider their preferred ways of working as well as how they interact with others.

This could take the form of Group Dynamics workshops tailored to individual programmes, reflecting the needs and experiences of the cohort.

A number of programmes have Business Projects as a core part of their curriculum and this opportunity allows students to understand how they work together to achieve a collaborative working environment, benefitting themselves and their clients.

We also provide opportunities for students to practise teamworking skills that will be assessed in their job search via mock assessment centres, designed to mimic the group exercise that they may be asked to participate in. In a safe environment, students can assess their strengths and weaknesses of their teamwork and how to adjust ahead of an interview.

If you're a current LSE student, please check out the LSE Careers *skills framework* and complete the skills audit where you can reflect on the skills they have, assess their skill level, record examples of their skill development, and think about where their gaps might be (and how to address these!).

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Find out more about the [degree programmes](#) we offer.

#### Get involved

- Check out the [careers support](#) available for students within the department.
- Are you an LSE student or alum with a business idea or interest in entrepreneurship? Check out [LSE Generate](#).

- Alum opportunities – get involved as a management alum **volunteer and share your expertise** with the department.
- **Connect with us as an employer** – host events for our students, take part in business projects and advertise your opportunities.

The information in this blog was correct at the time of publishing

### About the author

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