KADOUSCOPE
DRIVEN BY PURPOSE ... POWERED BY YOU

Unit 02: Defining Teams

What Is a Team?

Before we begin this section, I'd like to know how you define a team? Take a moment to consider this question and write the answer in your Learning Guide.

Defining a Team?

We like Glenn Parker's definition of a team: "A group of people with a high degree of interdependence geared toward the achievement of a goal or the completion of a task." (From "Team Players and Teamwork: New Strategies for Developing Successful Collaboration" by Glenn Parker)

What Does That Mean?

This simply means that teams agree on a goal and that the only way to achieve that goal is through teamwork. Some groups, even though they have a mutual goal, still struggle to work together toward achieving it. For instance, many groups call themselves teams when, in practice, they just work independently toward goals. Even the reverse is true -- people work together on a team but not always towards a mutual goal.

Teams Work, But They're Not Always Perfect?

Anytime there is more than one person working on a goal, there are dynamics to consider. Teams work, but they are not always perfect. There are advantages and disadvantages to being on a team. What are your thoughts on this? Can you think of both advantages and disadvantages? Write them in your Learning Guide.

Types of Teams

Knowing what type of team, you are in can help you decide the best way to organize how you will work together and what outcomes you can expect the team to deliver. In reality, most of us belong to multiple teams, sometimes with competing priorities. And, each one of us probably fits into more than one team category or type, and often with rather different perspectives and goals.

Steve Sugar and George Takacs define a variety of contemporary teams in their book, "Games That Teach Teams: 21 Activities to Super-Charge Your Group.

Feel free to follow along and take notes in your guide as we discuss the types of teams.

TRANSCRIPT

© 2020, Licensed by Skilled Now Inc.

TRANSCRIPT

First, The Traditional Team.

This group of people has a traditional leader but also share some of the leader's responsibility and authority. How much leadership is shared depends on the task and what the manager is comfortable delegating. Managers are the leaders, but other members of the team may be given the opportunity to assume a leadership role.

The "Team" Spirit Team.

A team of people working together towards achieving previously set goals or services. These people show their team spirit, but they necessarily don't function as a true team. They report to one person who does not share authority with the team.

The Self-Directed Work Team.

This group of people manages themselves. No single person has the authority to make decisions that impact the team as a whole. The most common term for this type of team is self-directed, as everyone has joint responsibility and authority for the decisions they make.

The Task Force.

An event or special project that brings together a group of people. Sometimes, this group is called a product/service design team. Their purpose is to design or redesign a product or service.

Virtual and Remote Teams.

Remote or virtual teams commonly don't interact with each other face-to-face. They work together through the Internet, web portals, telephones, emails, etc. This makes them unique, and most often challenging, as not knowing each other most often burdens their working relationship. However, they may fall under any of the models above.

Ad Hoc Teams

An ad hoc team setting is one in which teammates must work together toward a common goal, but don't have any formal understanding or agreement about how they will work together. We will create ad hoc teams in this class, creating a the-class-as-A-team environment.

Now that you understand the types of teams, take a moment and think about where your team fits? What style is it? Or is it many styles? If you're not currently on a team, think of a team you have been on in the past to answer the Applying What You Learn questions in your Learning Guide.

© 2020, Licensed by Skilled Now Inc.