Teams? Me? Science?

DEFINITION:

A team comprises a group of people linked in a common purpose. Teams are especially appropriate for conducting tasks that are high in complexity and have many interdependent subtasks.

TYPES:

- Formal
  - Assigned
  - Work structure
  - Project
  - Workout
- Informal
  - Natural
  - Spontaneous
  - Temporary
  - Emergency

What is your definition of a team?

What types of teams have you experience??
Bruce Tuckman: Life Cycle of a team
- forming
- storming
- norming
- performing
- and adjourning

Teams? Me? Science?
**DEFINITION:** [HTTP://EN.WIKIPEDIA.ORG/WIKI/TEAM]
- A team comprises a group of people linked in a common purpose.
- Teams are especially appropriate for conducting tasks that are high in complexity and have many interdependent subtasks.

**TYPES: PERFORMANCE BASED**
1. Default performance – highly subjective evaluation with limited metrics if any.
2. Sustained performance – enough common purpose to rationalize behaviors with little team inspiration.
3. High Performance Teams – highly focused common purpose, all team members drive for improvements, cohesive values, all members serve each other.

Performing: Work Out team process
- Started in 1998 as GE answer to Quality Circles
- Basis for 6 Sigma process
- The “MBA” for operational people
Continuous improvement is an ongoing effort to improve products, services or processes. These efforts can seek “incremental” improvement over time or “breakthrough” improvement all at once.

- [http://www.nist.gov/mep/ngs-continuous-improvement.cfm](http://www.nist.gov/mep/ngs-continuous-improvement.cfm)
- [http://asq.org/learn-about-quality/continuous-improvement/overview/overview.html](http://asq.org/learn-about-quality/continuous-improvement/overview/overview.html)

Each team share what they learned about their own work process improvements

Report out top 3 findings
Debrief the exercise: 6 points

- Role of common purpose
- Did your team innovate incrementally or breakthrough? Why?
- How did you set internal goals?
- What role did seeing other team play?
- What role did external best practices play?
- How did your personal task focus change with time?

Learn from this exercise

- 1. how do you currently complete “work practices” and what are opportunities for improvements?
- 2. who can drive team improvements?
- 3. rest of this week is about SciPhD providing pragmatic tools to build your business and social competencies