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## Team project

Step 1. Pick an industry

- E.g. IT, manufacturing, banking, etc

Step 2. Pick a **specific** team within a company operating in an industry you chose in Step 1. It can be imaginary but I personally think it would be better if you pick a real team so you'll have easier time collecting data.

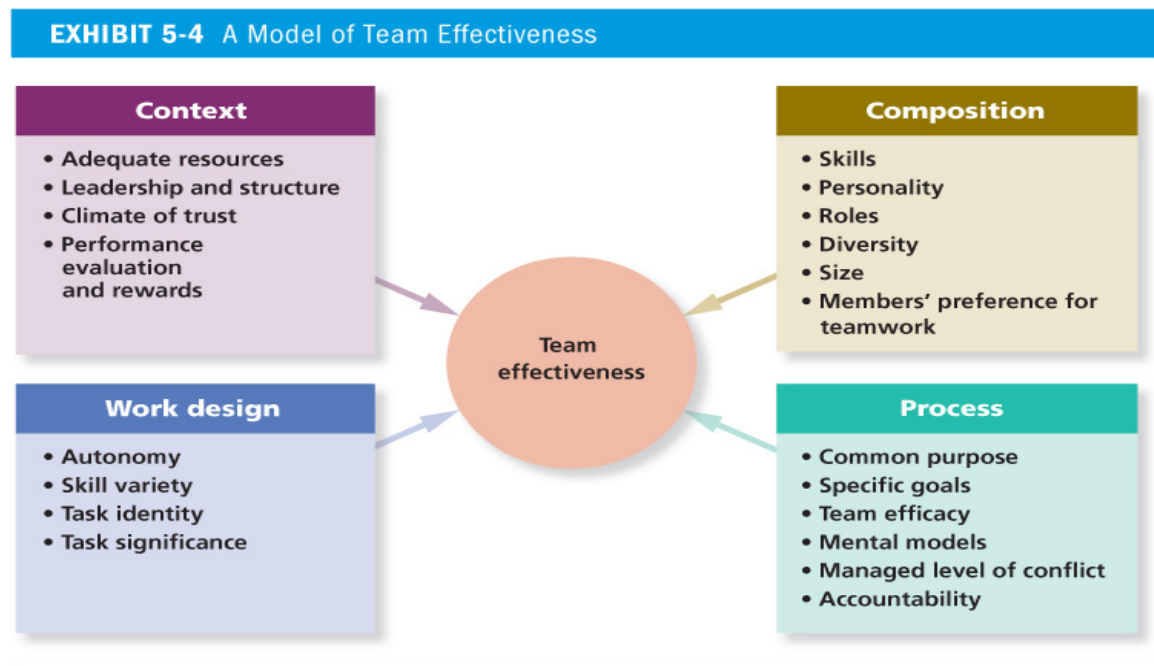
- E.g. R&D, accounting, finance, HR, etc
  - \*\*\* Don't choose the board of directors.

Step 3. Imagine you are a manager in charge of forming a new team that you chose in Step 2. Apply the Model of Team Effectiveness (below) as you form your new team.

\*\* You are **NOT** starting a new company. You're just creating a new team within an existing company.

As you apply this model to your specific team, you may need to make some assumptions about the nature of the industry, task and group members. That is fine.

- For example, a group of 10 developers in a software company making a new program for some specific target of customers



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You need to consider all of these dimensions:

1. Context: adequate resources, leadership/structure, climate of trust, performance evaluation/ rewards
  - a. E.g. What kind of group-based rewards would be the best for your team? What is a specific example of group-based reward for your team?
  - b. What type of leadership and team structure is best fit for the team you chose? Why?
  - c. Think of other questions for other dimensions as you see fit
2. Composition: skills, personality, roles, diversity, size, members' preference for teamwork
  - a. E.g. What kind of specific skills does your team need?
  - b. Think of other questions for other dimensions as you see fit
3. Process: common purpose, specific goals, team efficacy, mental models, managed level of conflict, accountability
  - a. E.g. How would you facilitate the development of mental models?
  - b. Think of other questions for other dimensions as you see fit
4. Work design: autonomy, skill variety, task identity, task significance
  - a. E.g. How would you design the job to increase each of these components?

You need to go BEYOND the course slides and the textbook.

Be specific as possible and support your argument with **specific** examples.

#### Requirements

- Word limit
  - 6000 words for team of three
  - 8000 words for team of four and five
- Minimum 20 references
- **Same rules as the assignments:** APA style, Turnitin similarity score below 20%

#### Remember my slacker rule

- If you **say** any of the following, you're the slacker
  - 1. "I am busy with my work so I can't attend the team meeting"
    - Everybody has busy schedule, not just you
  - 2. "I promise I'll do my part by Monday"
    - And then disappears
- Also, if you **do not respond** to the phone calls/emails/text messages from your team members within the same day, you are the slacker

#### How to deal with slackers

- If you have a slacker in your team, I need **EVERYONE** to come and see me in **PERSON** (Do not just send me an email with your issue).
- I need to talk to everyone to figure out who the slacker is and then the slacker will receive **ZERO**.
- The **last day** to see me about the slacker issue is the final exam.



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