



Chapter 12

Presenter

Balondo

Topic Presented

Team and team building

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Team Dynamics

What are teams?

- Groups of two or more people.
- Exist to fulfill a purpose.
- Interdependent- interact and influence each other.
- Mutually accountable in achieving common goals perceived themselves as social entity.

Many types of team

- Departmental Team
- Production/Service/leadership teams
- Self-Directed teams
- Advisory Team
- Task Force Project Team
- Virtual teams

Groups versus team

- All teams are groups.
- Some groups are just people assembled together.
- Teams are task interdependence, whereas some groups do not e.g (groups of employees enjoying lunch together).

Informal groups

Groups exist primarily for the benefit of their members.

Reasons why informal group exist.

- Innate drive to bond.
- Social Identity- we define ourselves as group members.
- Goal accomplishment.
- Emotional support

Advantage and Disadvantage of Teams

Advantages

- Makes better decisions
- Better information sharing
- Higher employee motivation/engagement.
 - Fulfills drive to bond
 - Closer scrutiny by team members
 - Team members are benchmark for comp.

Disadvantages

- Individuals better/faster on some task.
- Possess losses- cost of developing and maintaining teams.
- Social loafing.

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