

Teams In Organizations

Teamwork


- The process of people actively working together to accomplish common goals.

Who likes group work? What is the hardest part about group work?

Pros of Teamwork

- Synergy – the creation of a whole greater than the sum of its parts. What are some other pros?

Which type of leadership does each way that a manager interacts with their team demonstrate

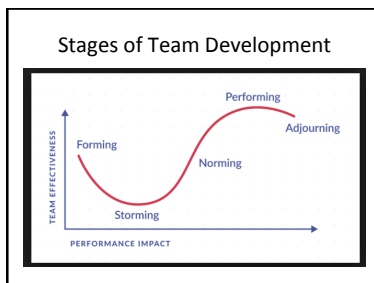
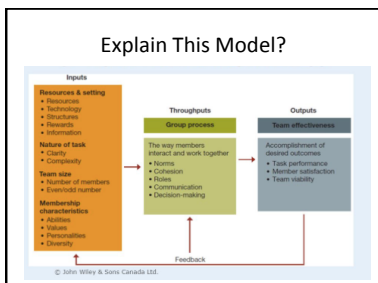
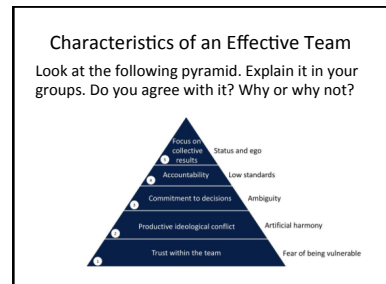


Cons of Teamwork

- Social loafing** – the tendency of some people to avoid responsibility by “free – riding” in groups (now you know the term for the thing you hate!)
- Meetings – people hate meetings.

Formal vs. Informal Teams

- Formal teams are ones that are assigned by the organization, while informal teams are ones that evolve naturally within the organization through relationships and shared interests.



The Stages Explained

Forming – initial orientation and interpersonal testing
Storming – conflict over tasks and working as a team
Norming – consolidation around task and operating agendas
Performing – teamwork and focused task performance
Adjourning – task completion and disengagement

Do these sound familiar? Is this how normal teamwork goes? What is the most challenging stage?

