

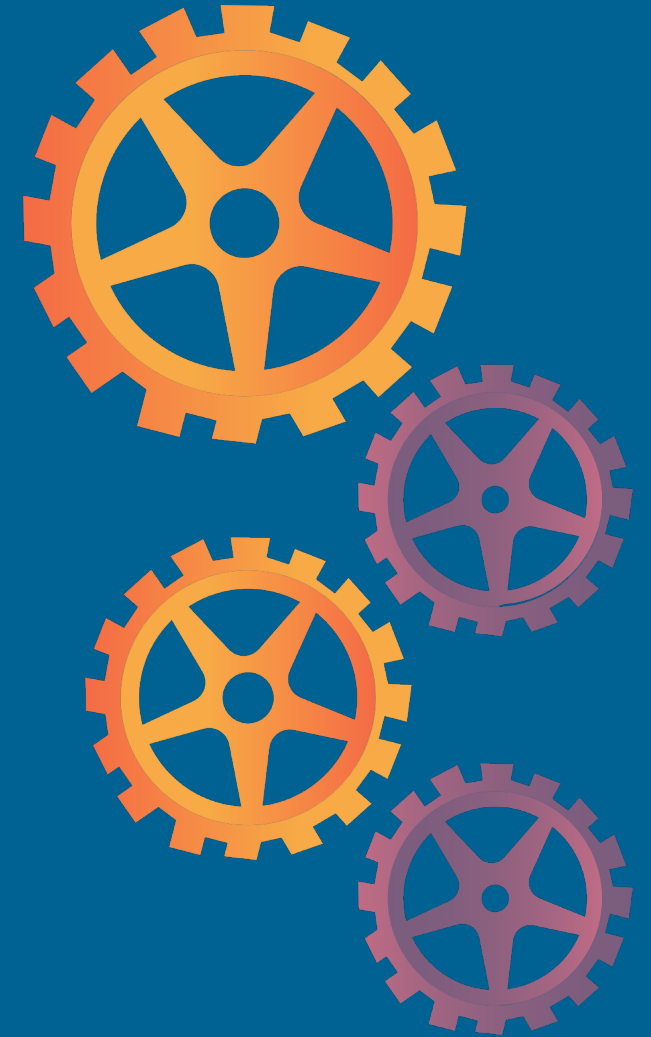
# Introduction to teams

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# Agenda

- Team definition
- Types of teams
- How to choose a type of team
- Dimensions of teams



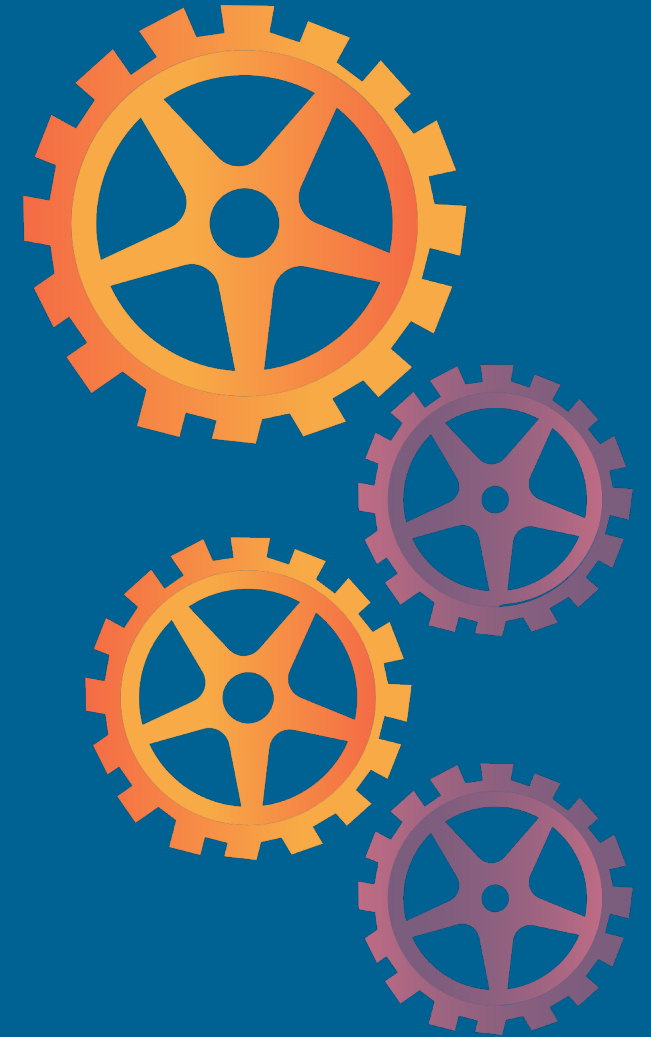
# Team definition

A group of people who perform interdependent tasks to work toward accomplishing a common mission or specific objective

## Types of teams

Type of team depends on

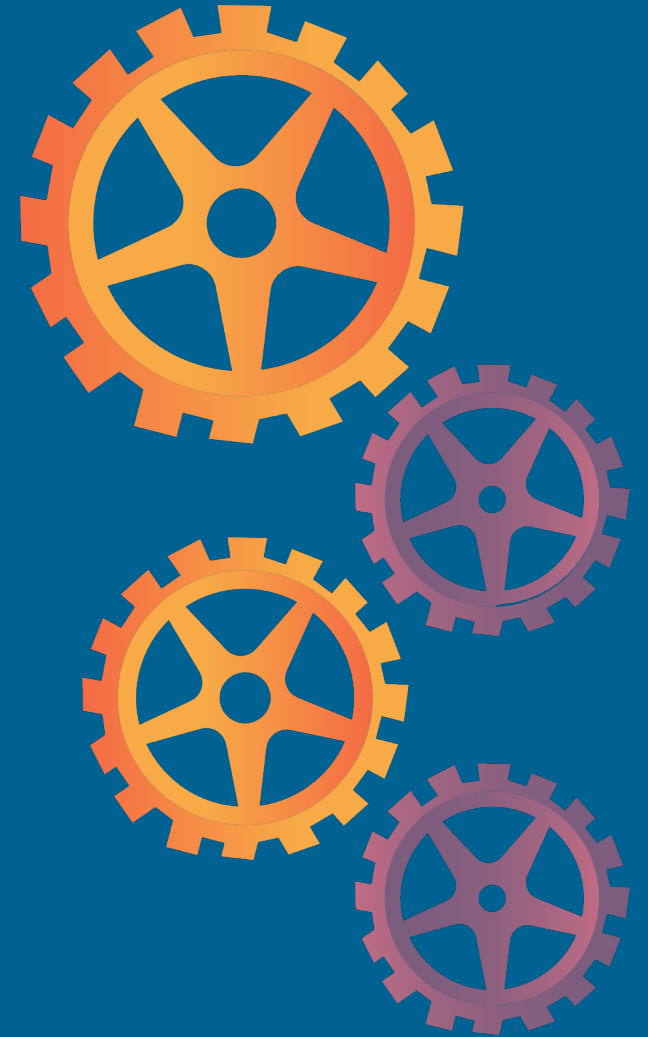
- its purpose,
- location, and
- organizational structure



# Why do organizations use teams?

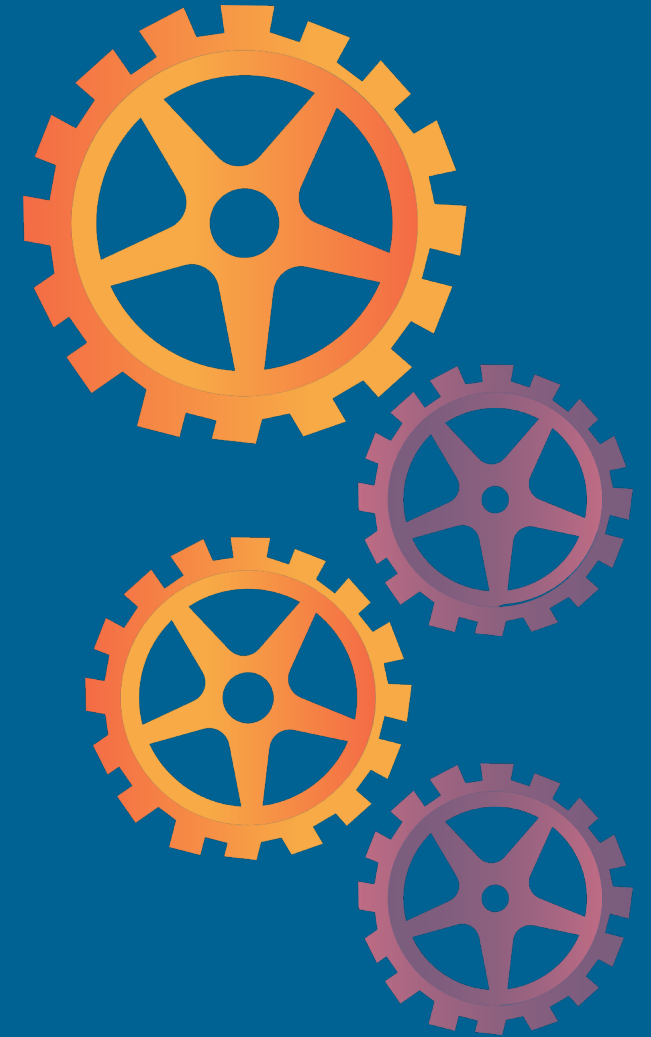
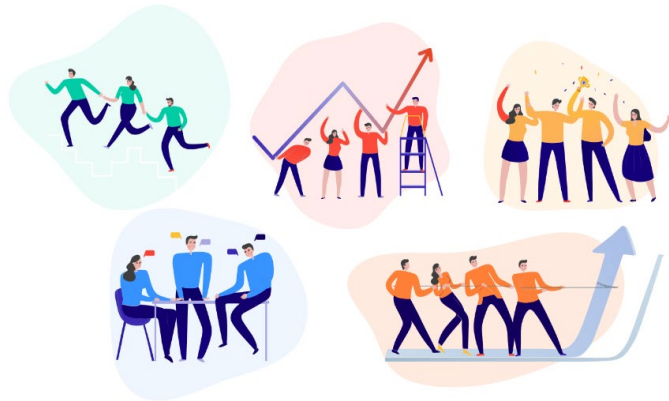
Organizations that emphasize teamwork

- innovate faster
- see mistakes more quickly
- find better solutions to problems
- attain higher productivity



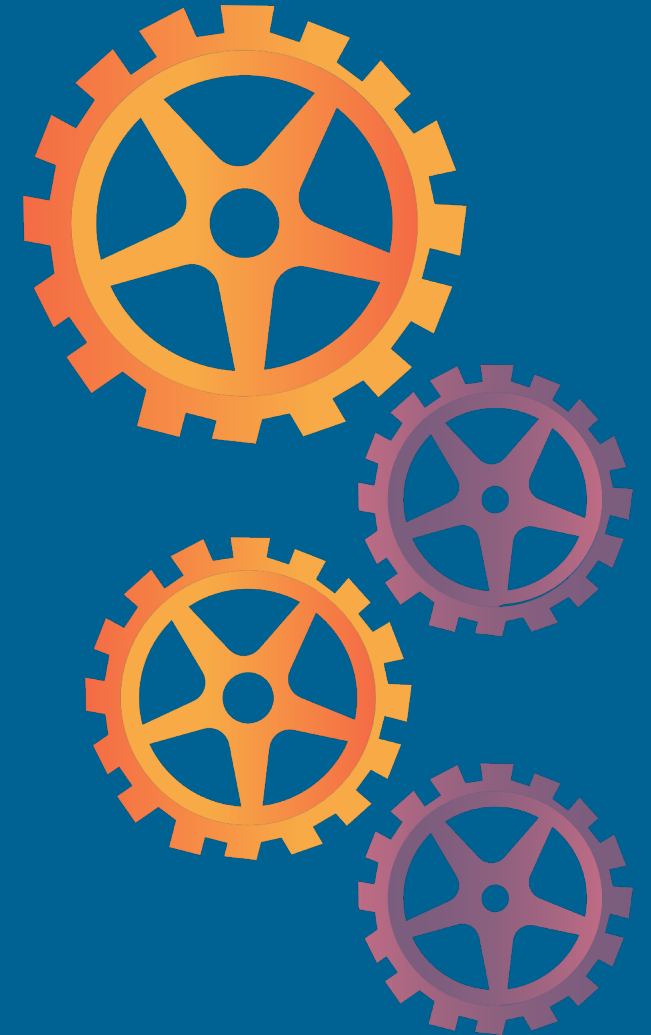
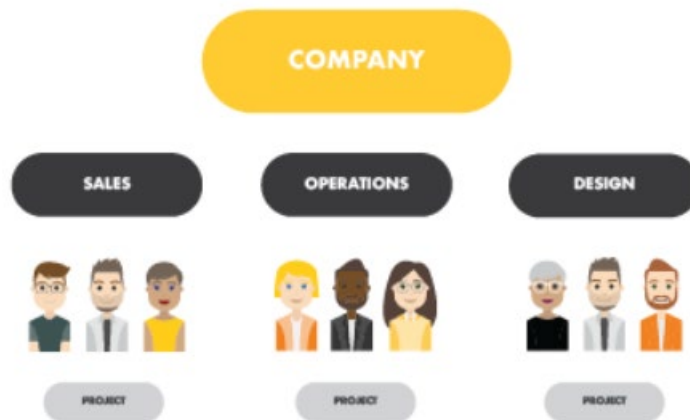
# Types of teams

- Functional Teams
- Cross-Functional Teams
- Virtual Teams
- Self-Managed Teams
- Problem Solving Teams (Reimer, T., Russell, T., & Roland, C, 2017).



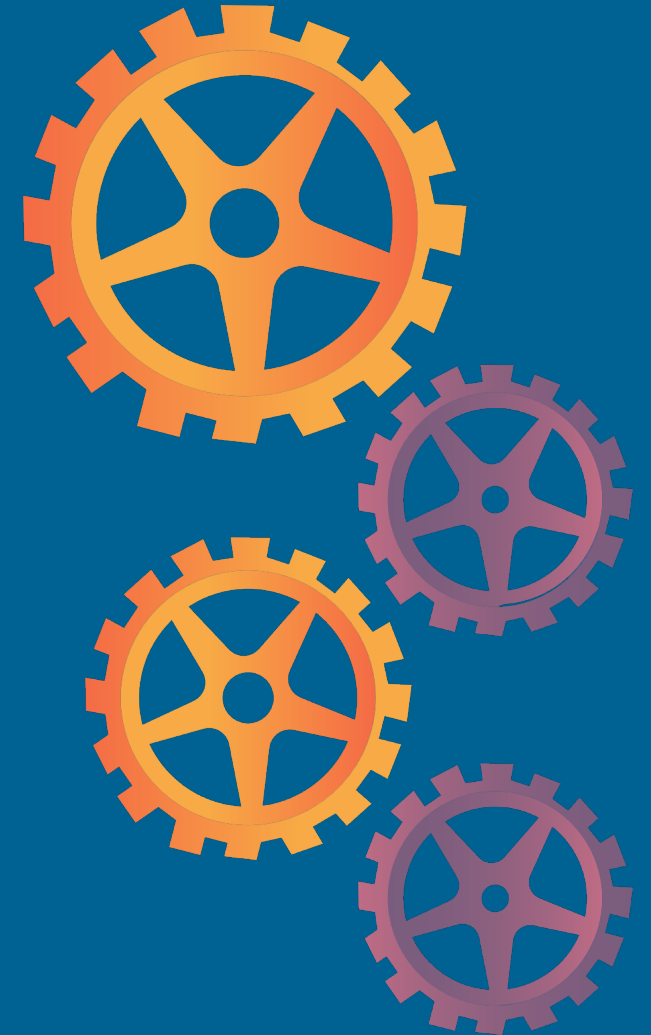
# Functional Teams

- Permanent
- Members of the same department
- Different responsibilities
- Manager responsible for everything
- Everyone reports to manager



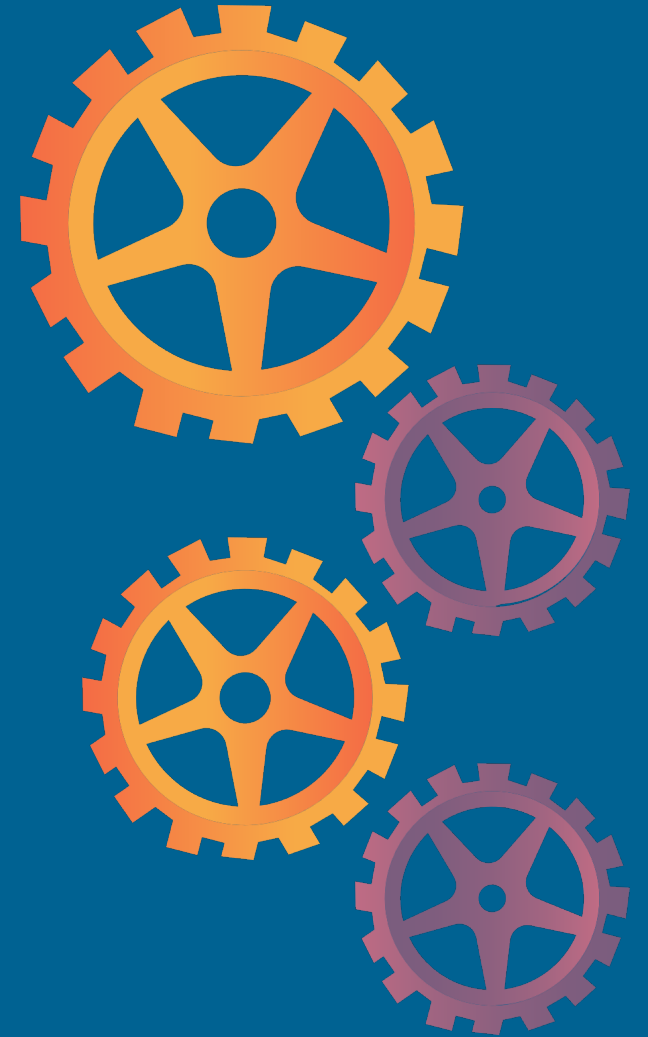
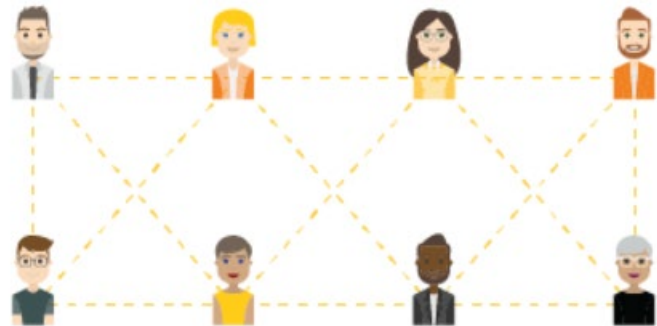
# Cross-Functional Teams

- Individuals from various departments
- Tackle specific tasks that require different inputs and expertise
- Various teams need to work on a project together to get the best outcome
- Different personalities and perspectives are embraced
- Everyone is working to their full potential



# Self-Managed Teams

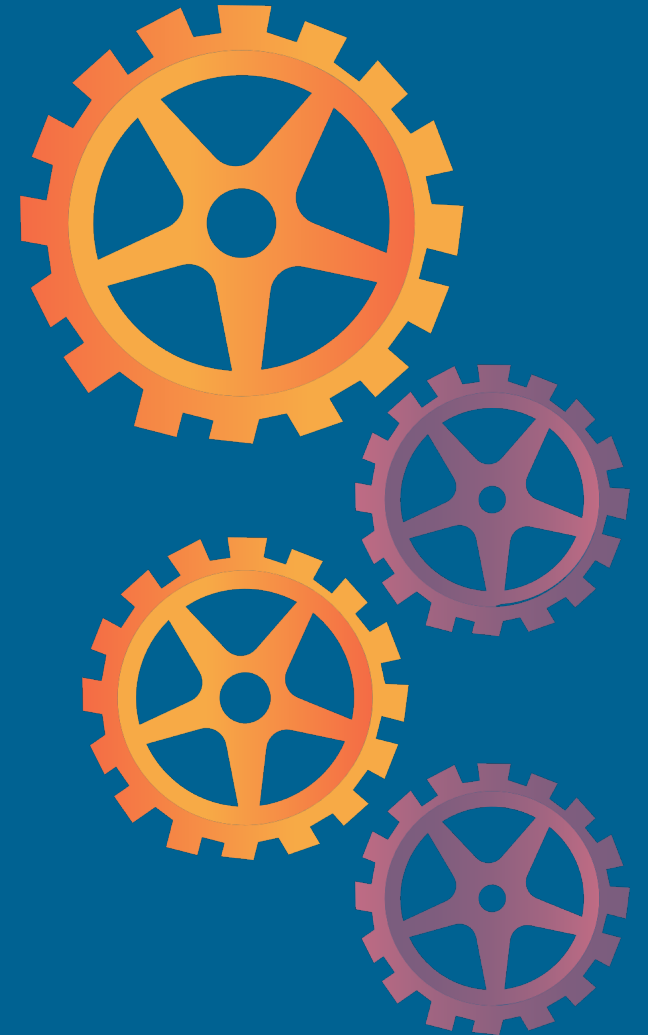
- Employees of the same organization who work together
- They operate without managers
- Relatively autonomous
- Sharing responsibility and leadership
- Deliver feedback and have tough conversations
- High levels of communication, trust, autonomy and mutual respect





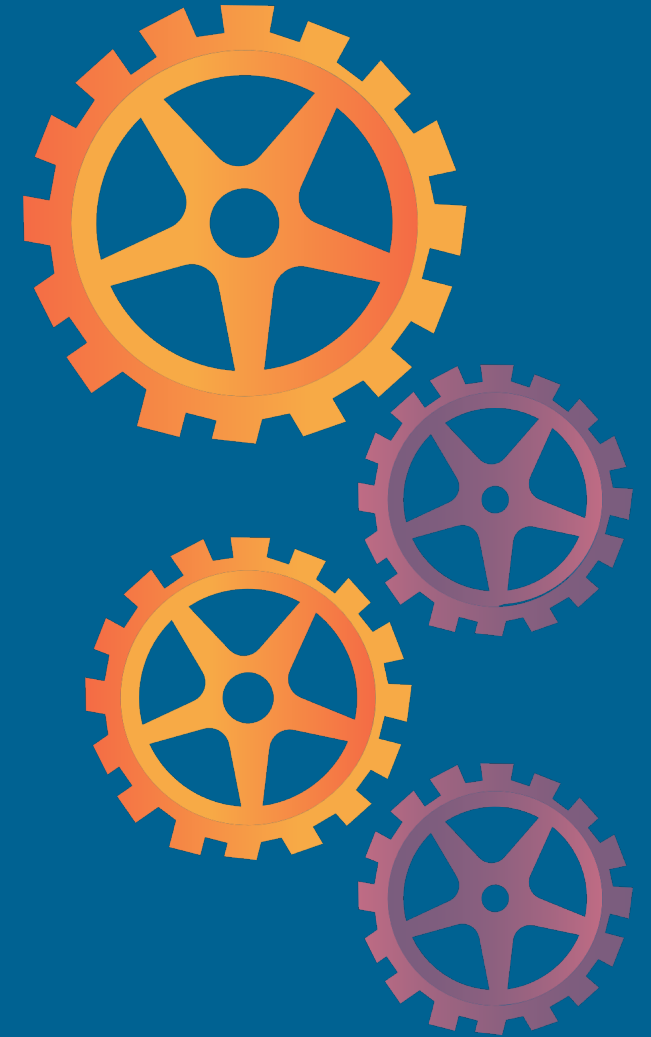
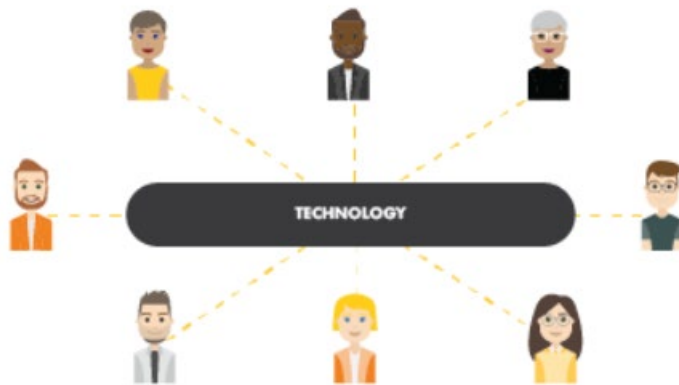
# Problem solving teams

- Leaders and team members from across the organization to focus on solving a specific problem (<https://www.agilealliance.org>)
- Define the problem
- Analyzing the problem
- Determining what to do
- Implementing the plan with fidelity
- Evaluating progress



# Virtual Teams

- Individuals who work in different physical locations
- Use technology and collaboration tools to achieve a common goal.



# Which types of teams are the most common in organizations

- Organizations commonly use **functional teams**, which require communication and trust. This type of team comprise a group of individuals with specialized skills and education.
- **Self-managed teams** (SMTs) are also a commonly used process team used in organizations. They are process teams of employees who have full managerial control over their own work

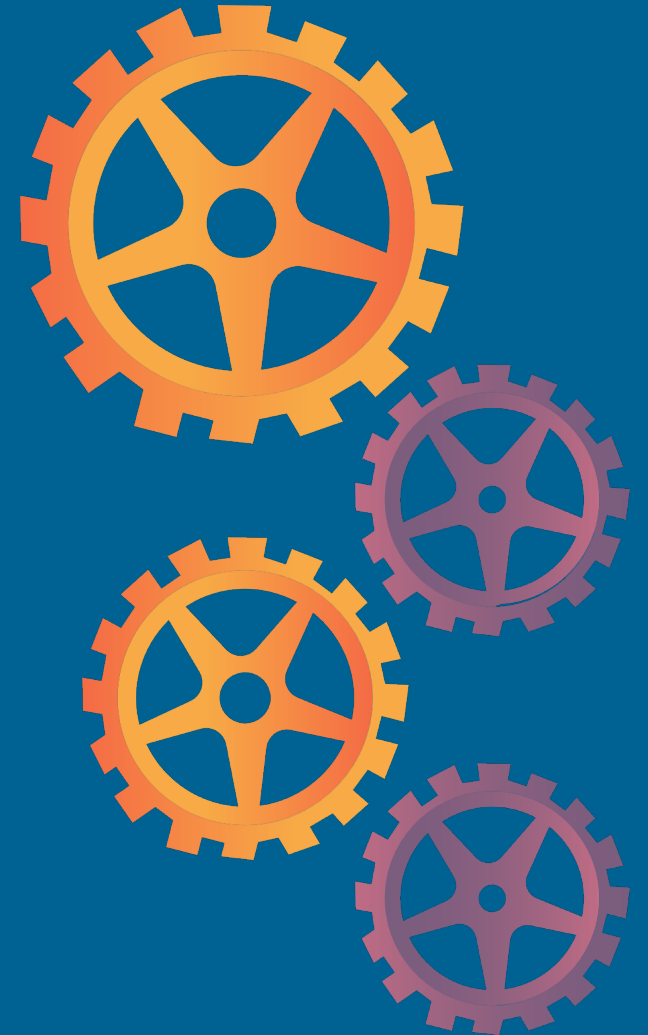


# What type of team should I choose?

It depends on:

1. The goal of the team
2. The skills required for the completion of these goals
3. Temporary team or permanent
4. Self-management or leadership?

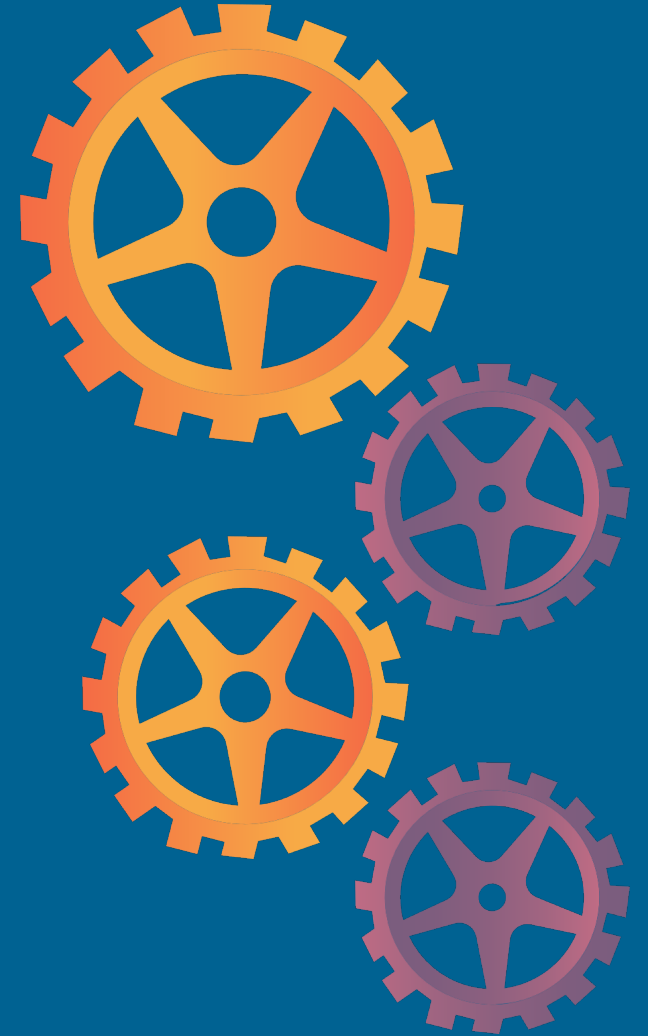
(<https://www.ntaskmanager.com/blog/types-of-teams/>)



# Different dimensions in teams/1

## Quantitative dimensions

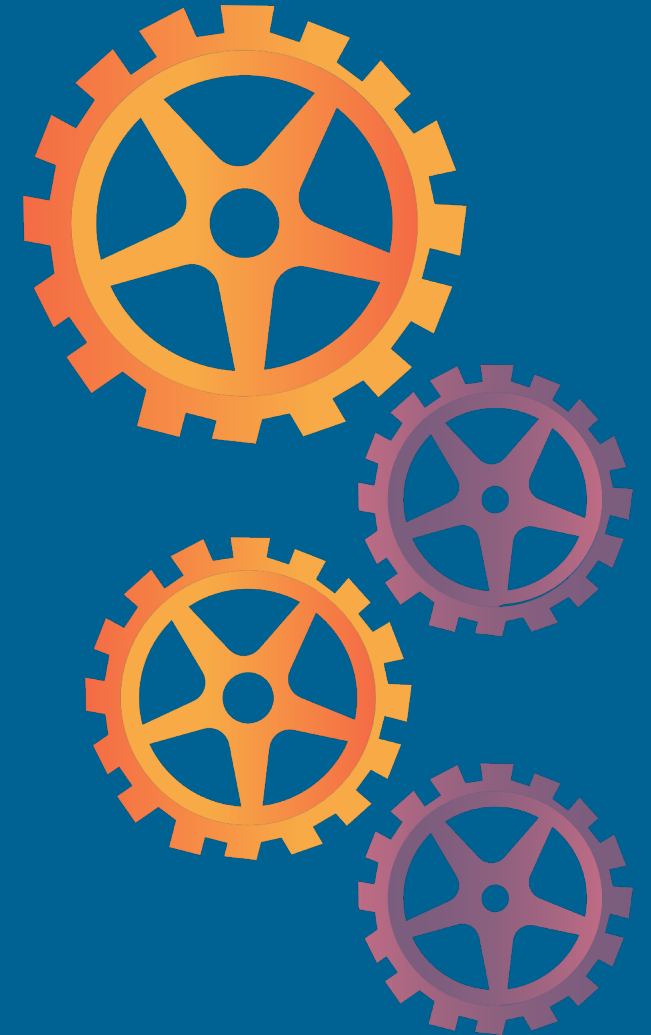
- team performance
- team productivity
- team innovation
- team effectiveness
- team efficiency
- team decision making and
- team conflicts



# Different dimensions in teams/2

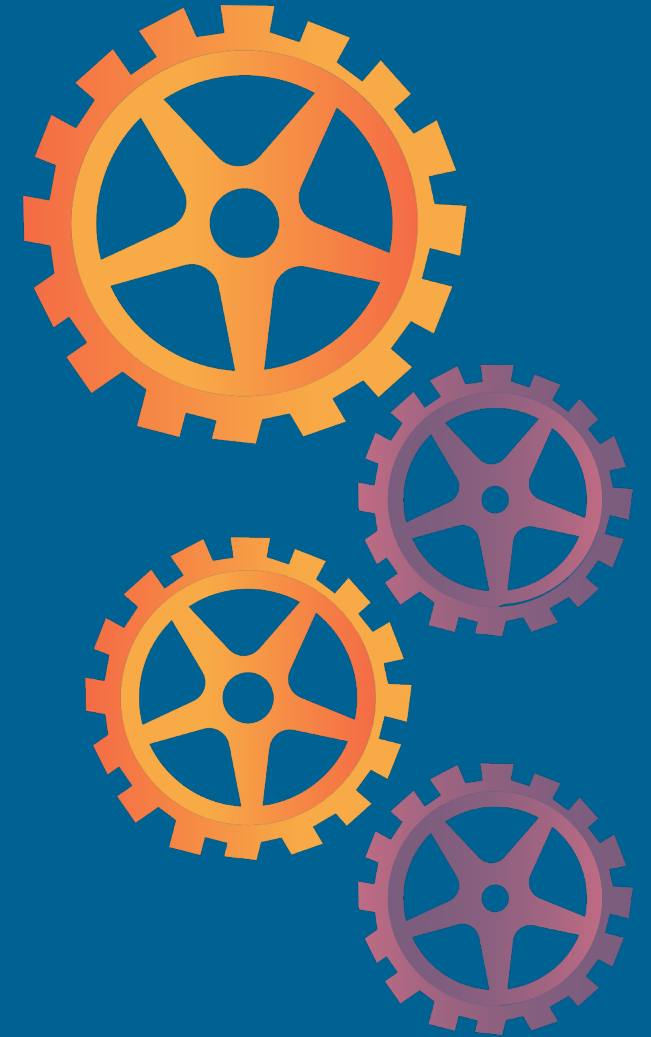
## Qualitative dimensions

- team communication
- team coordination
- team cooperation
- team cohesion
- team climate
- team creativity
- team leadership ( Sudhakar, 2013)

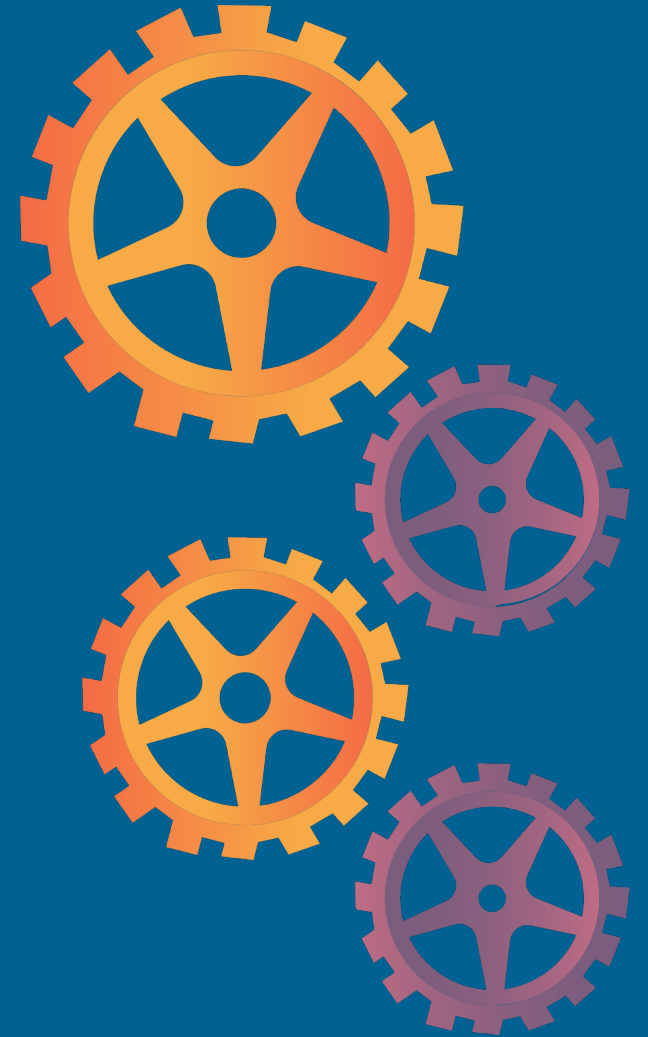


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- <https://www.ntaskmanager.com/blog/types-of-teams/>
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