

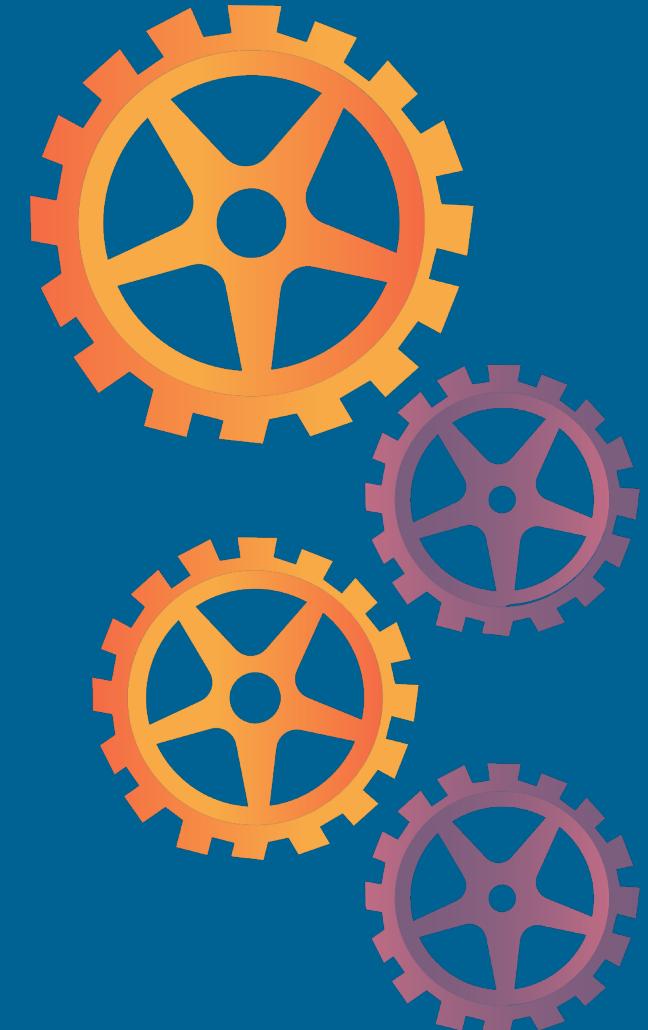
Characteristics and roles of self-managed teams

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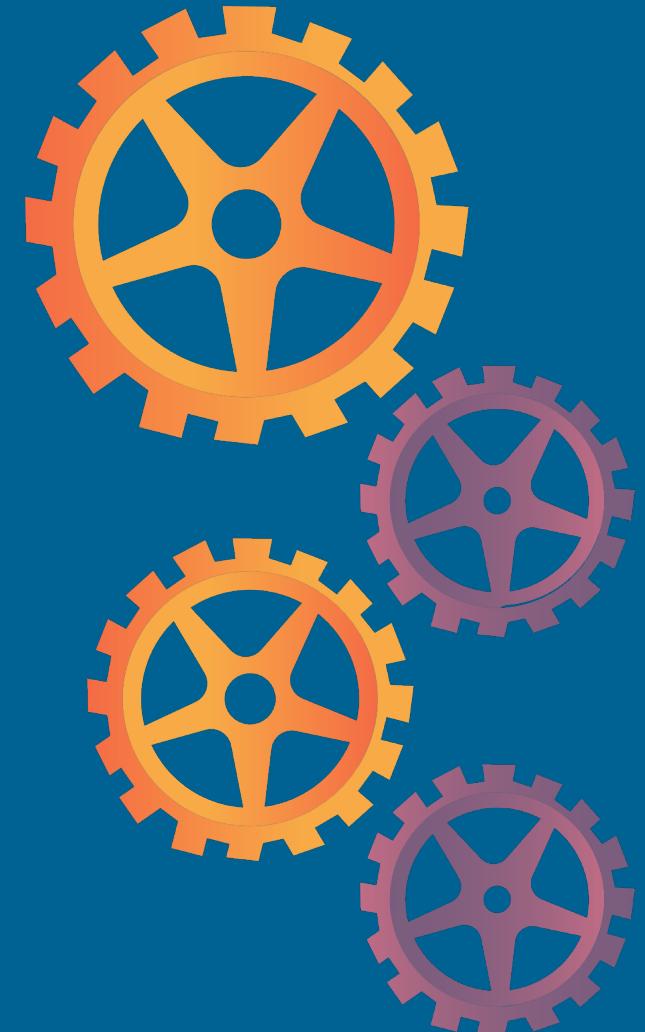
Agenda

- Definition of self-managed team
- Characteristics and roles



Self-managed team - Definition

- A group of motivated and cross-functional individuals working towards a common goal
- They can adapt and make decisions based on a given situation, with or without supervision.
- There is no defined hierarchy on the team
- Management and technical responsibility are rotated amongst the team members
- Little to no direct supervision from a boss



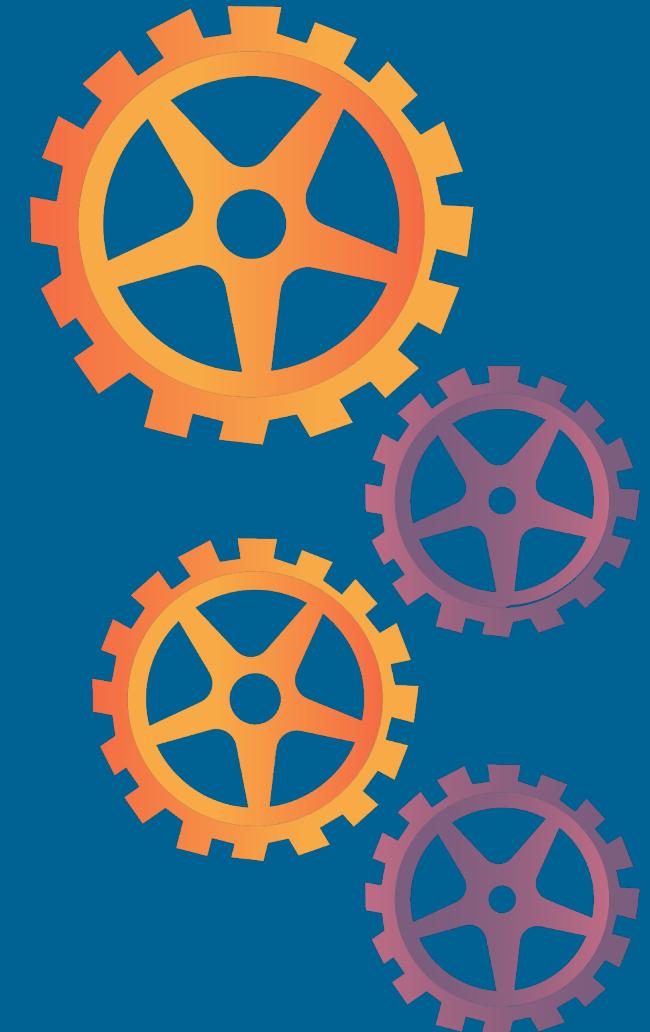
What are the characteristics of self-managed teams/1

- Their essential characteristics include independent tasks, autonomous decision-making, shared responsibility and shared leadership (Yang & Guy, 2011).
- They don't have a hierarchy.
- They have the power to create processes and roles based on what is needed for the work at hand.



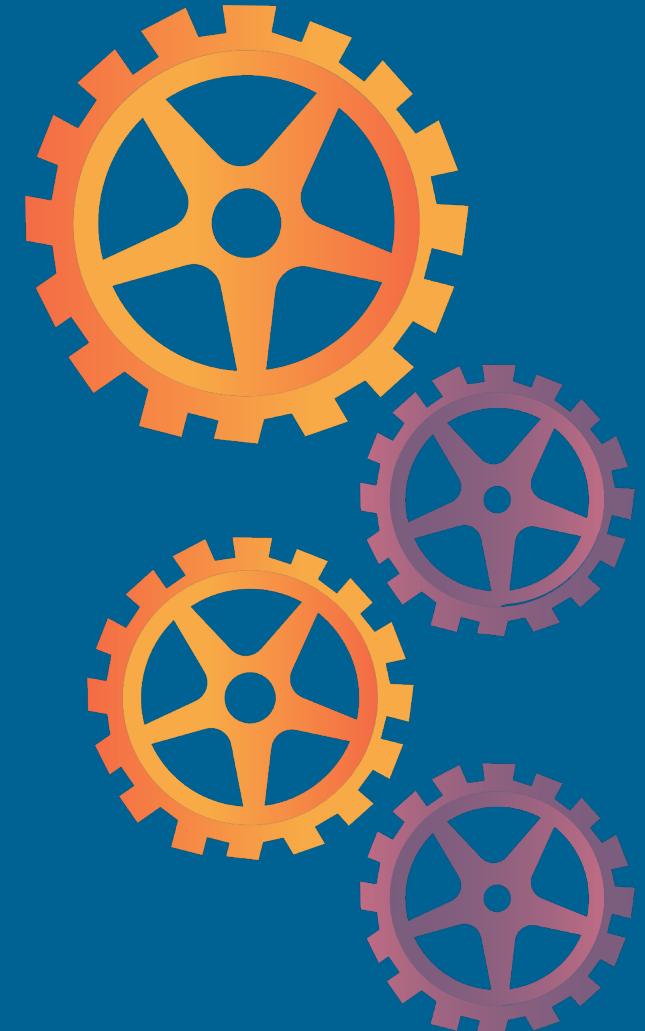
What are the characteristics of self-managed teams/2

- They're self-driven
- They trust each other (all-for-one and one-for-all)
- They have strong communication
- They have high self-awareness
- Joint Responsibility



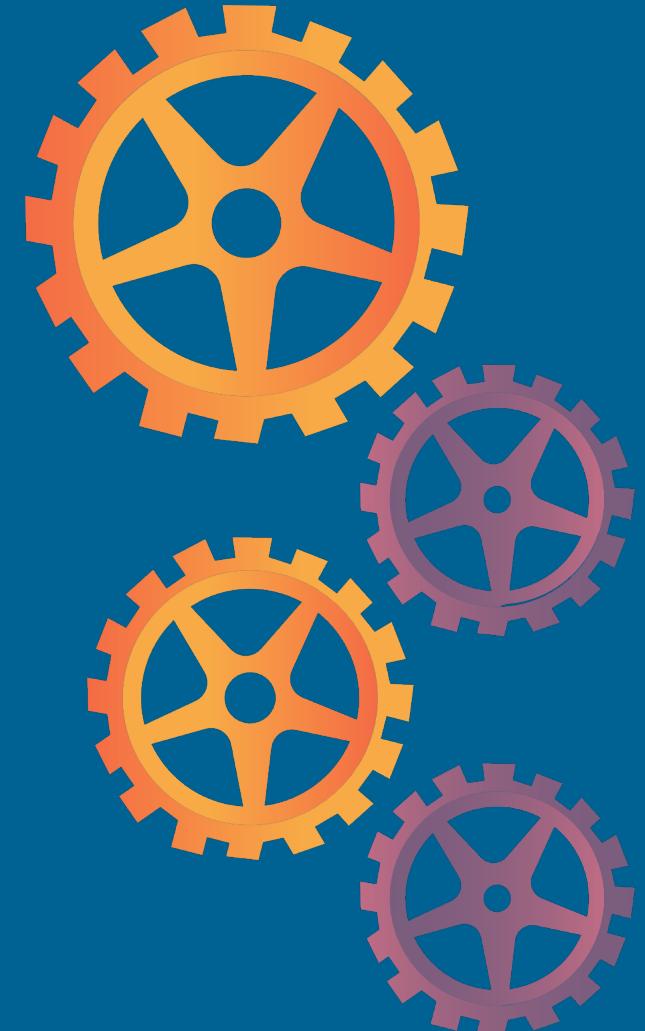
Self-driven

- Members take initiative and move ahead with confidence without the direction of a superior.
- Members own their progress and push themselves (and their team) forward with self-motivation



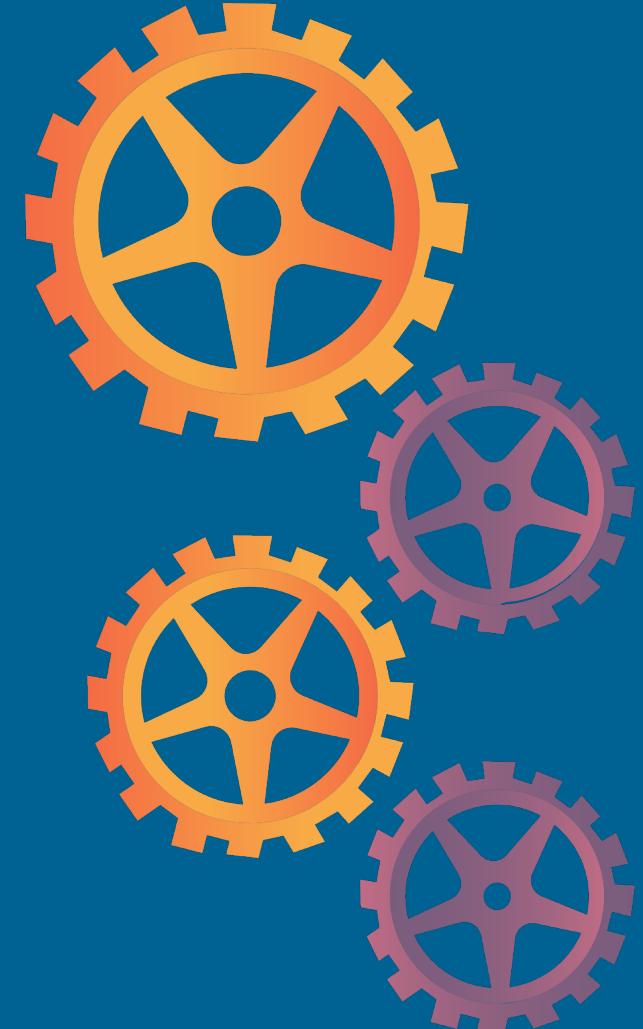
Trust

- Display trust in their skills, the organization and their team members
- Free-flowing ideas
- Feel more comfortable sharing their thoughts and concerns without judgement



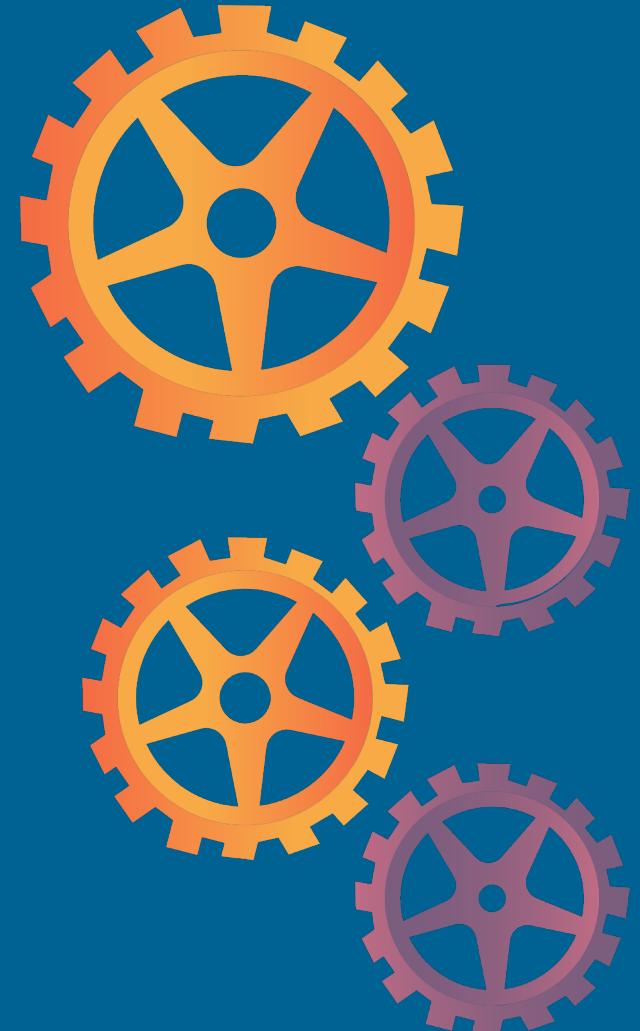
Strong communication

- Voice opinions, even in opposition
- Listen to the concerns
- Respect the experiences of their team members



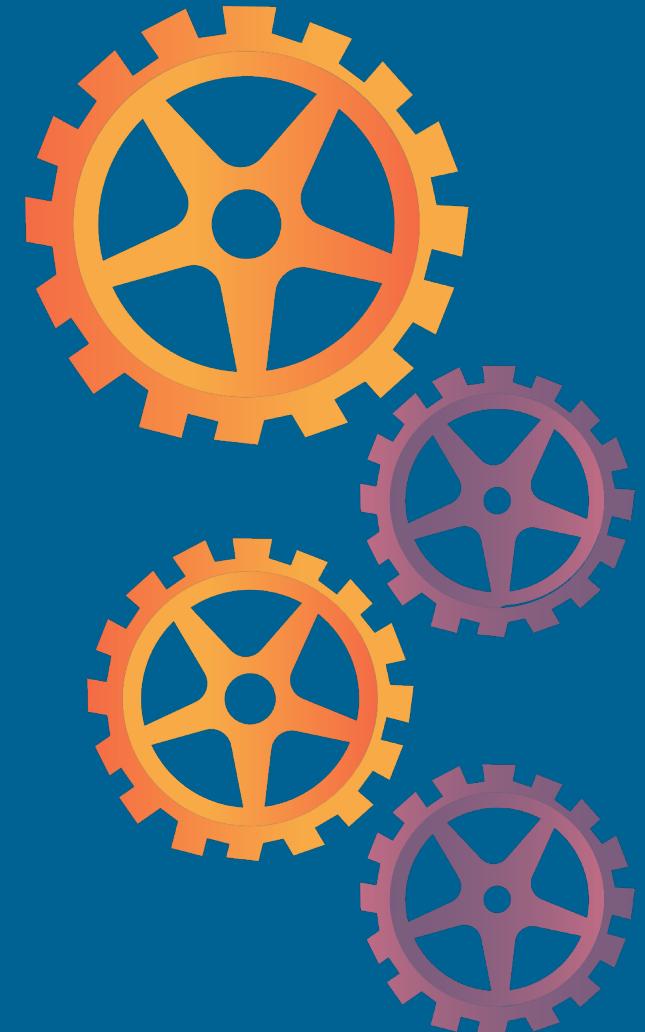
Self-Awareness

- They know their capabilities and limits
- They defer to their teammates when needed
- They seek opportunities to learn new things and develop their skills



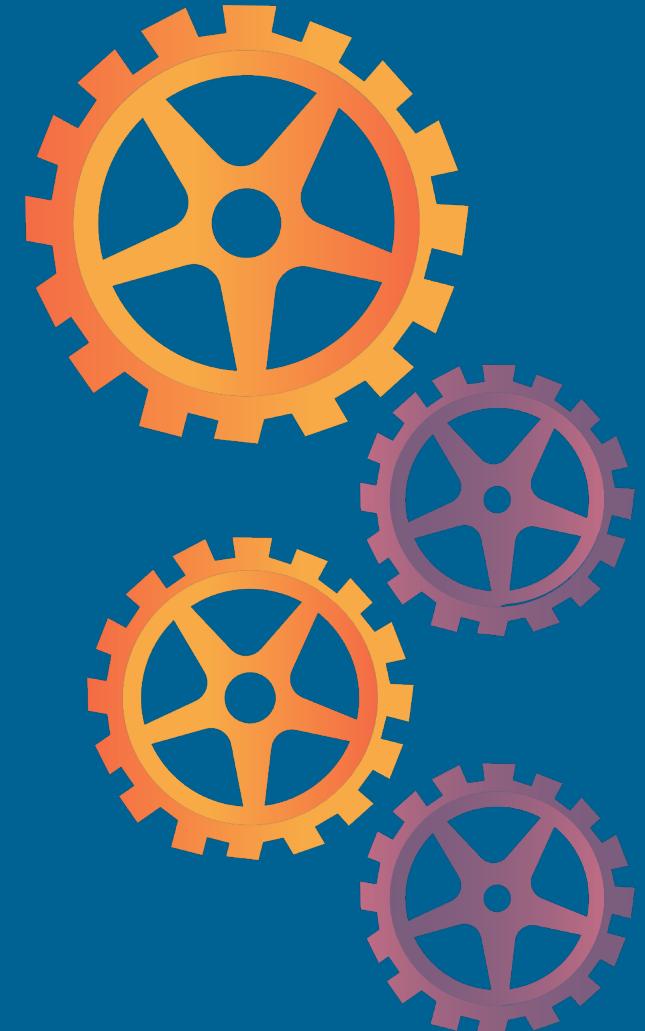
Joint responsibility

- Members increase organizational responsibility
- Responsible for their area of expertise
- Fully invested in maintaining their part of the project
- That part of the project's success rests solely on their shoulders
- Improve their own work performance
- Coordinate production schedules (Becker, 2012)



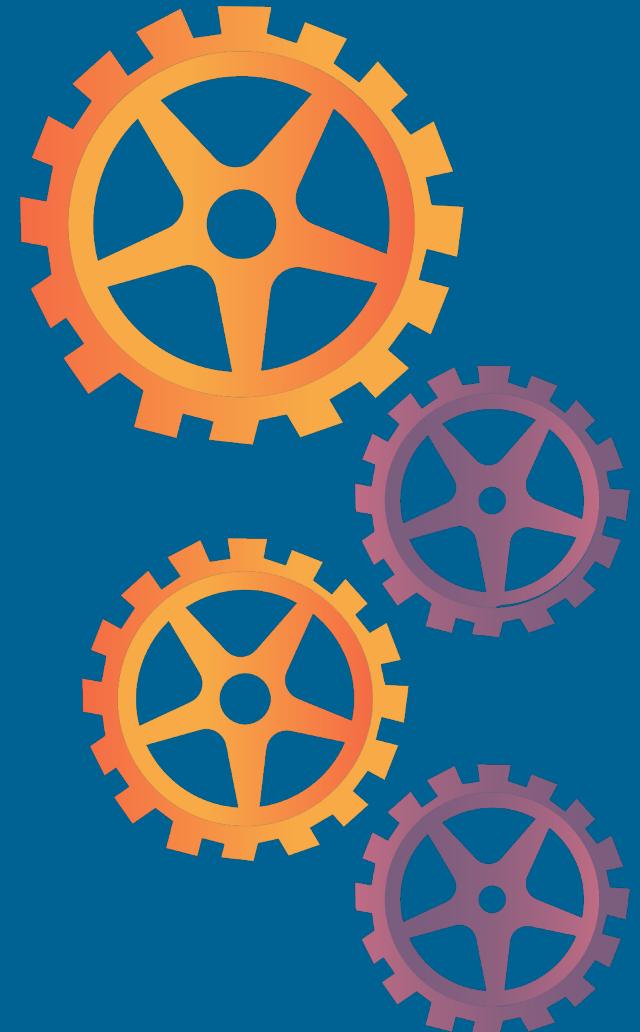
Roles in self-managed teams

- No hierarchy
- Members determine how they intend to work together
- They create processes and roles based on what is needed
- They settle on the principles and deadlines to meet their objective
- The leadership role involves taking on more of a supporting role

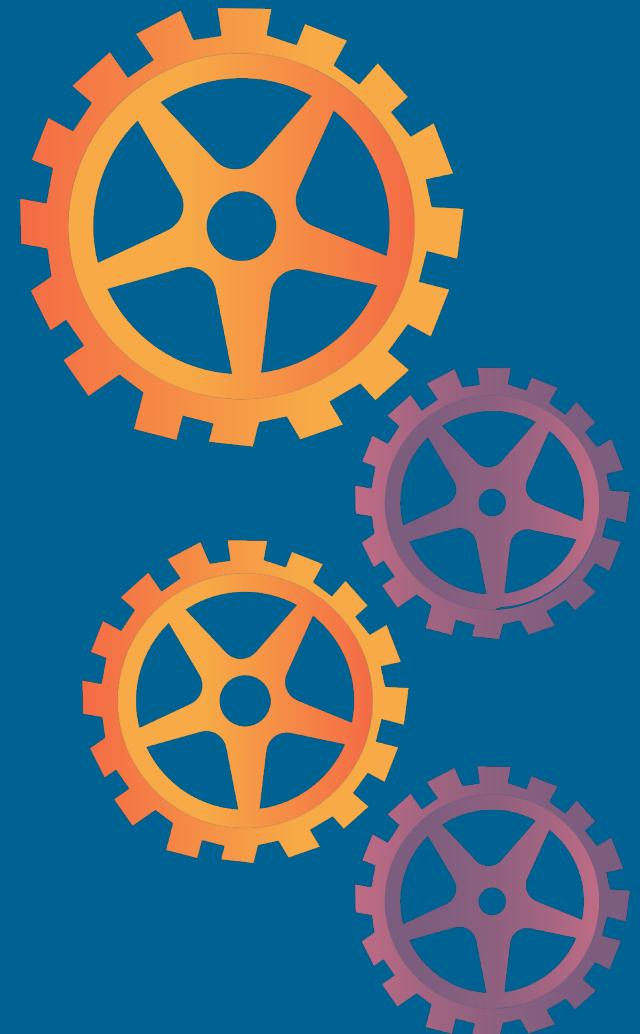


References

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- Yang, S. B., & Guy, M. E. (2011). The effectiveness of self-managed work teams in government organizations. *Journal of business and psychology*, 26(4), 531-541.



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Thank you.

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