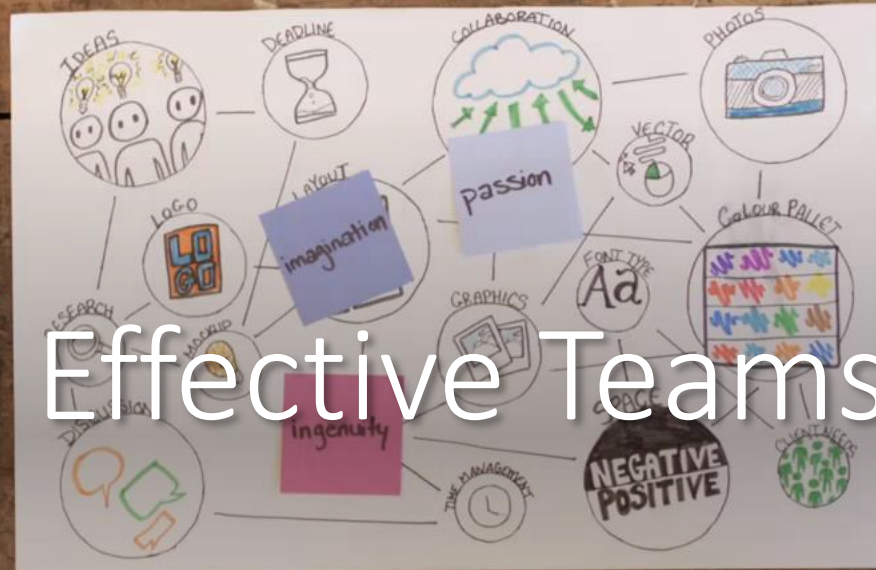


How Effective Teams Work



About Us



Agenda



Characteristics of
Effective Teams



Why Teamwork
Breaks Down



Tips for Making
Teams Work



Leading Virtual
Teams

Teams

Two or more individuals interacting dynamically, interdependently, and adaptively toward a common goal



Teams

$$1 + 1 = 3$$







Psychometrics

Characteristics of Effective Teams

People also ask :

What are 5 characteristics of an effective team?

What are the 7 characteristics of effective teams?

What are the six characteristics of effective teams?

What are the 8 characteristics of effective teams?



Characteristics of Effective Teams

14 Characteristics of High Performing Teams

Forbes - 2020



Characteristics of Effective Teams

5 Characteristics of High Performing Teams

Forbes - 2021



Characteristics of Effective Teams



Clear goals



Appropriate talent



Good interpersonal
relationships



Can solve problems



Where do you see teams struggling?

- Setting clear goals
- Gathering people with the necessary skills
- Building and maintaining good relationships
- Solving problems effectively



Effective Teamwork

Coordination

Communication

Adaptability



Effective Teamwork

Attitude

Competencies

- Cohesion
- Commitment to teamwork
- Trust
- Psychological safety
- Collective efficacy

Behaviour

Competencies

- Coordination
- Communication
- Conflict resolution
- Shared leadership
- Backup behavior

Cognition

Competencies

- Situation awareness
- Transactive memory systems
- Shared mental models

Why Teamwork Breaks Down

Individuals

Leaders

Organizations



Team Members

Surface-level

vs

Deep-level



Team Leaders

Transactional

Avoid Conflict

Don't provide
feedback



Organizations

Bad conditions
trump
potential



Tips for Making Teams Work

Me to Us

Hierarchy to Team

“Like creativity, collaboration is a habit... Collaboration may be a practice – a way of working in harmony with others, but it begins with a point of view”

Twyla Tharp

Tips for Team Members

Feedback & Self-Awareness

Interpersonal skills

Coordinate, Collaborate, Adapt



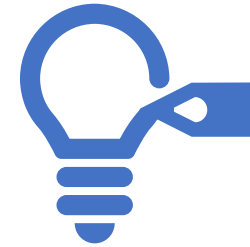
Focus on the ABC's



Attitudes – what we believe; how we feel



Behaviors – how we act



Cognitions – what we know

Tips for Team Leaders

Feedback & Self-Awareness

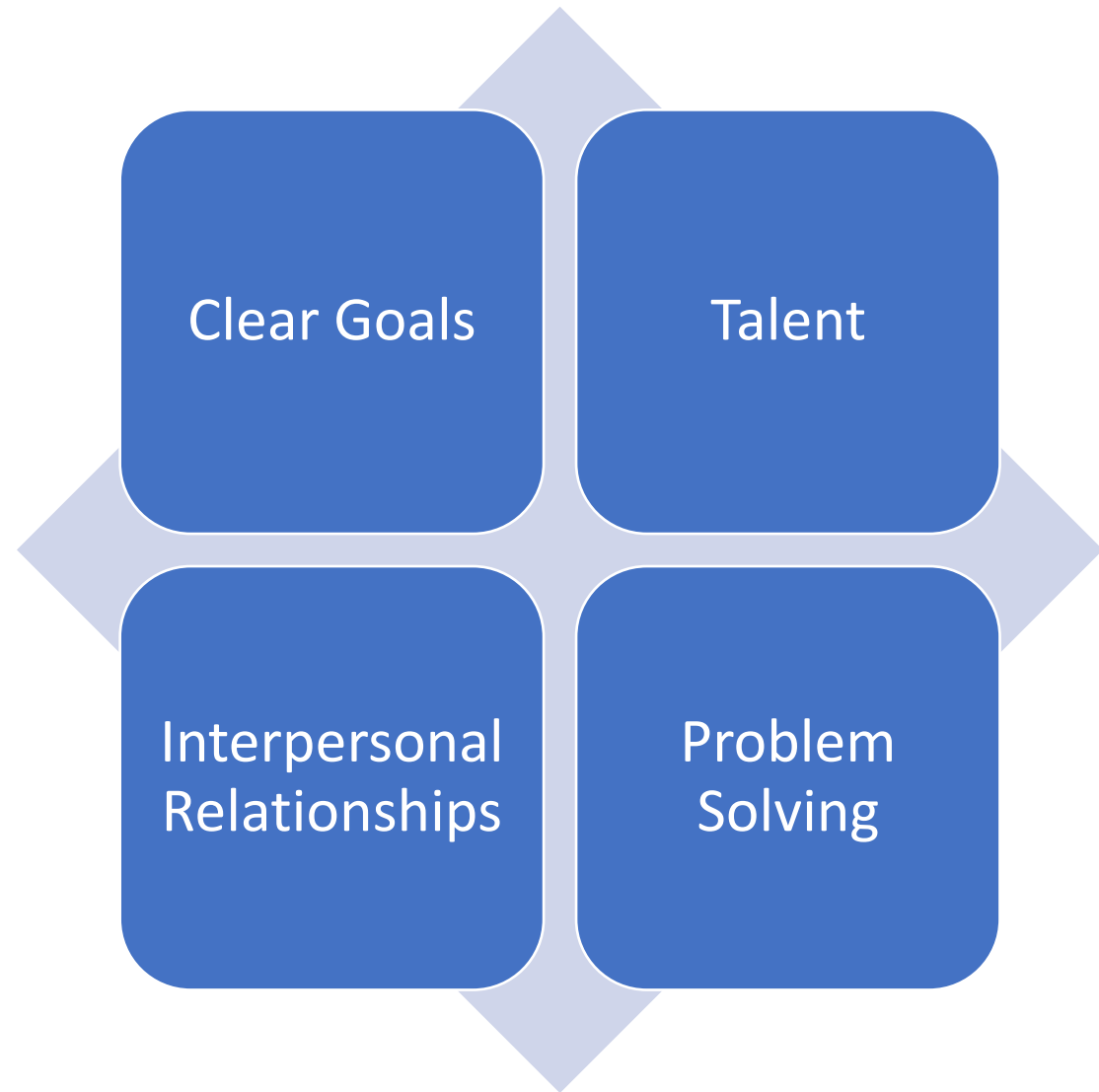
Leadership Training

- How to provide constructive feedback
- How to handle team member conflict
- Transformational Leadership



Tips for Teams

1. Identify gaps
2. Targeted training
3. Team Debriefs



Effective Team Development Initiatives

- Focus on team-relevant needs
- Respond to current or future needs
- Active engagement of team members
- Has direct impact on needs that occur in the team's life span
- Systematically and strategically implemented

Shuffler ML, Diazgranados D, Maynard MT, Salas E. DEVELOPING, SUSTAINING, AND MAXIMIZING TEAM EFFECTIVENESS: AN INTEGRATIVE, DYNAMIC PERSPECTIVE OF TEAM DEVELOPMENT INTERVENTIONS. Acad Manag Ann. 2018 Jun;12(2):688-724. doi: 10.5465/annals.2016.0045. Epub 2018 Jul 9. PMID: 30931078; PMCID: PMC6438631.

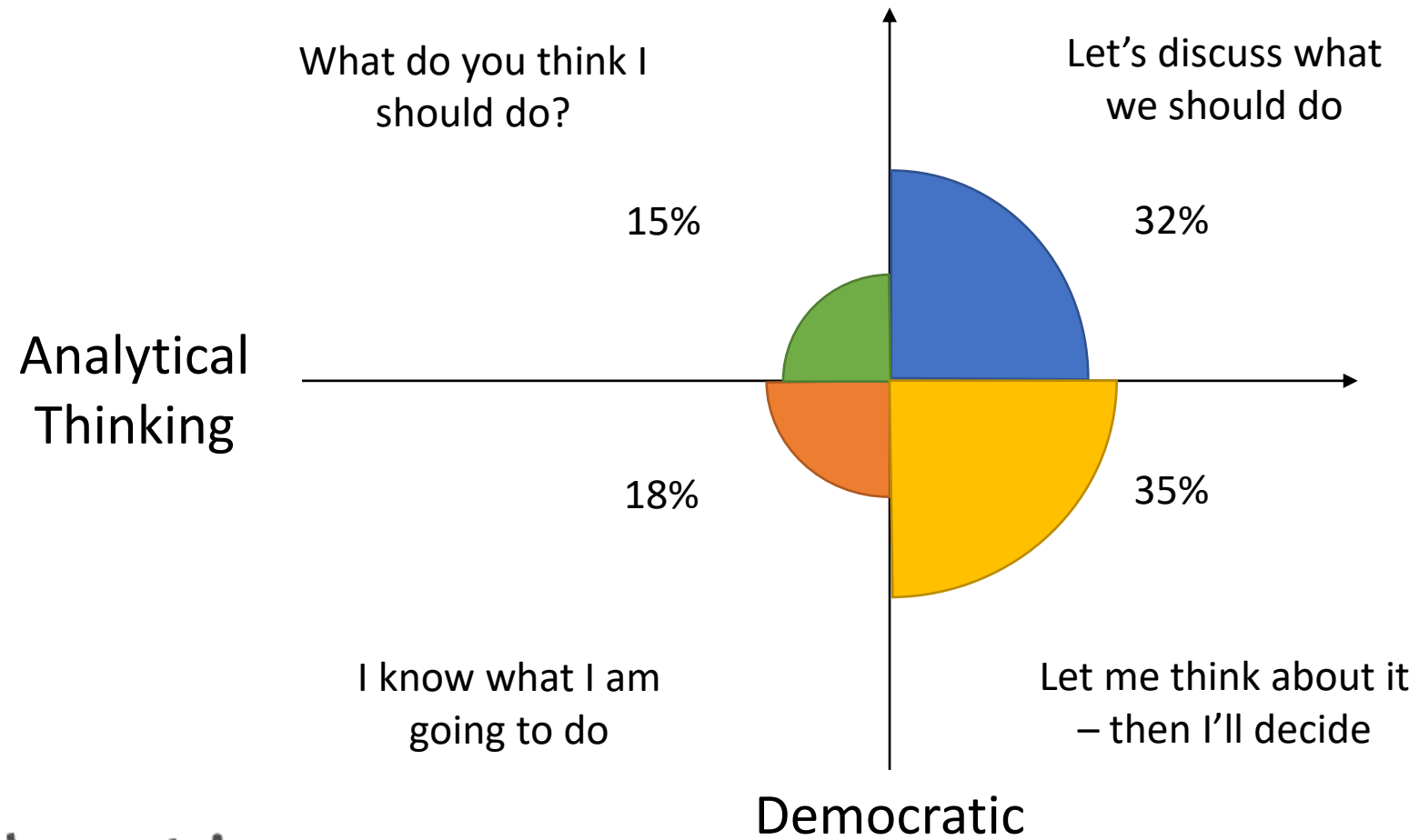
Team Debriefs

+ 20% to 25%

1. What went well?
2. What could have gone better?
3. What should we do differently in the future?



Problem Solving



Leading Virtual and Hybrid Teams

Establish norms

People are people

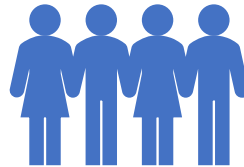
Let the work dictate
the mix



Effective Teams



Teams that collaborate,
coordinate and adapt



Team members with
interpersonal skills



Team leaders with feedback
and conflict resolution skills

Q & A



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