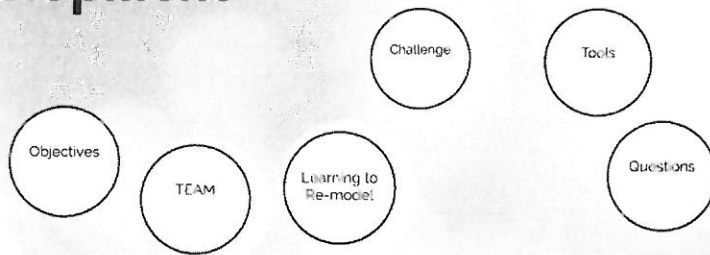


Effective and Engaging Team Development



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1.

Objectives

1. Understand the Learning Pathways as a model for team learning.
2. Participate in a Team Building Exercise that can be brought back to your practice.
3. Understand the Interdependence Questions



2.

together everyone
TEAM
achieves more

Definition:

A team is a small group of people (typically fewer than twenty) with complementary skills, committed to a common purpose and set of specific performance goals. Its members are committed to working with each other to achieve the team's purpose and hold each other fully and jointly accountable for the team's results.

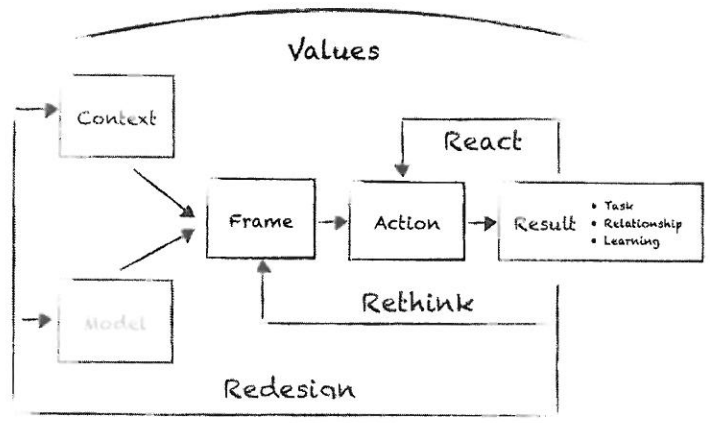
From the book: The Making of Teams, Chapter 6: High Performance Organizations, by W. R. Kozminski and Douglas G. Tjosvold

Needs:

- 1 Purpose
- 2 Goals
- 3 Roles
- 4 Norms



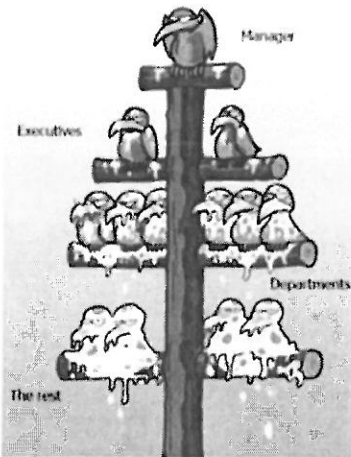
Learning Pathways



Adapted from Action Design (c) 1996

The best flow chart ever

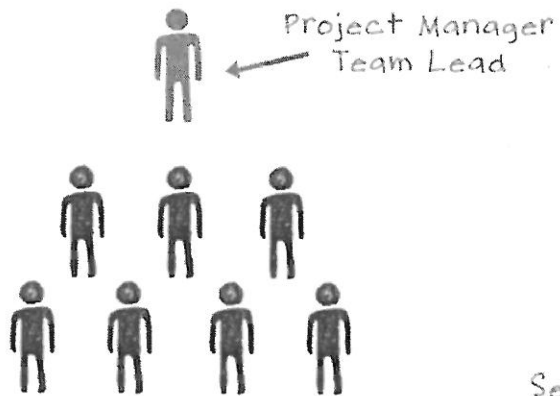
Never seen a Flow Chart described so clearly.



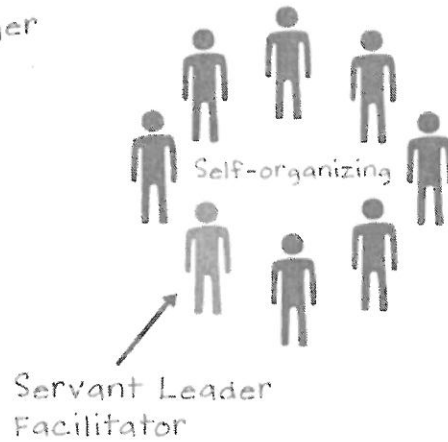
When top level guys look down, they see only shitheads;
When bottom level guys look up, they see only assholes...

24.

Traditional Teams



Agile Teams




26.

The Marshmallow Challenge

Teamwork Challenge

The challenge is simple:
 In 18 minutes, build the tallest free-standing structure out of 20 sticks of spaghetti, 3 feet of tape, 3 feet of string and one marshmallow. The marshmallow must be on top.


 spaghetti • tape • string • marshmallows

Interdependence

1. What are your deliverables?
2. What do you find most meaningful about your work?
3. What is it about how I do my work that helps you do yours?
4. What could I do differently that would help you even more?
5. When does our work seem to be well-aligned and
6. When do we seem to be at cross purposes?



