

Why learn about teams...

and what are teams anyway?

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Learning Teaming
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Why learn about teams on top of everything else we're doing?

And what is a team, anyway?

I'm Matt...(introduce yourself with year and major & anything else you'd like.)

This photo is of an MBA team at the final event coming up with ideas for education (no need to comment...just letting you know.)



Why learn about teams?

Reason 1: it's how business gets done these days.

- According to a Manufacturing Performance Institute survey, 70% of company respondents use teams to accomplish their business goals. (Edmondson, 2012)

- More and more courses taught at Berkeley have team-based projects, including about half the courses in Haas, for example.

- Berkeley grads surveyed by Agogino & Beckman about their New Product Development Course said that learning about working on diverse teams was their most valuable lesson, and the lesson most applicable to their jobs.

Photo is of one of the new product development class teams – this group of students happens to be from UNAM, a university in Mexico with whom we have a partnership. (No need to say this...just letting you know.) **Edmondson, Amy. *Teaming: How Organizations Learn, Innovate and Compete in the Knowledge Economy*. 1st ed. San Francisco: Jossey-Bass, 2012. 14,25. Print**



A team is a group of people....but a group of people is not necessarily a team.

A team is a group of people who share a common purpose or goal, but so might be a religious congregation.

A team is a group that shares a common goal of a special kind: a goal that requires interdependence and coordination to accomplish.

To pull it all off, individuals on the team have to hold themselves and each other accountable for honoring their agreements and whatever else it takes to reach their goal.

This photo is of a team of students in the new product development class that worked on waterless toilets for an NGO in Mexico – again, no need to comment!

Sara: Am trying to do light medium & dark...



Here's another way to look at this.

On the far left and off the chart is NO TEAM. In some situations, no team is the best solution. If one person can get the job done you don't need a team.

GROUP: Many of us have been on teams where we go our separate ways, meet at the end of the semester, staple together our individual contributions and voila: our "team" quote unquote - project is completed.

TEAM: As you move to the right, the depth of relationship, degree of interdependence, coordination and mutual accountability increases. Wanting to work together can drive this depth; so can a goal that can't be accomplished unless you move in this direction.

TEAMING: describes the capability of an individual or team that, sharing a focus on a wicked problem, can reliably leverage differences for strategic advantage, rapidly cycling, with changing membership and unstable goals. Think of an ER room at midnight during Mardi Gras.

Well that's it folks: Why we're learning about teams, and what a team is