TEAM LEADERSHIP

PART I

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WHAT IS TEAM LEADERSHIP?
GROUP WORK!
HOW DID YOU GET THERE?
STRUCTURE
A traditional top-down structure. The connections that matters are between managers and their workers.

Small teams operate independently within a more rigid superstructure.

The relationship between teams resembles the closeness among the individuals on those teams.

TRADITIONAL STRUCTURE
Pros vs. Cons
ANIMAL & CLIENT CARE TEAM

Supervisor

Cat Team Lead

Small Animal Lead

Client Care Lead

Client Care Staff

Animal Care Staff

Dog Team Lead
ANIMAL & CLIENT CARE TEAM

- Cat Team Lead
- Small Animal Lead
- Dog Team Lead
- Animal Care Staff
- Client Care Lead
- Client Care Staff
- Supervisor
ANIMAL & CLIENT CARE TEAM

- Small Animal Lead
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- Client Care Staff
- Supervisor

Animal Care Staff
BENEFITS OF TEAM LEADERSHIP

• Greater productivity,
• More effective use of resources,
• Better decisions and problem solving,
• Better-quality products and services
• Greater innovation and creativity (Parker, 1990).

BENEFITS OF TEAM LEADERSHIP

• Less conflict
• More consensus
• More trust
• More cohesion

PREVENTING THE CONS
SELECTION

- Assigned Leaders
- Elected Leaders
- Self-Managing Teams

COMPLEXITY
### Mission
**WHY**: reason the team exist.
- Alignment to core business activities
- Project or department mission
- Why team come to work

### Roles & Responsibilities
**WHO**: each member’s contribution, unique skills and strengths.
- **Functional**
  - by profession, e.g.: Architects, UI Designers, Developers, Scrum Master, etc.
- **Non-Functional**
  - by team charater, e.g.: Encourage, Harmerster, Compromiser, Observer, Gatekeeper

### Strength & Skills
**WHICH**: strength & skills the team have.
- What are the skills in the team that help us achieve our goals?
- What are interdisciplinary soft skills that we have?
- What are we good at, individually and as a team?

### Scope
**WHAT NOT**: within and outside the scope of the team.
- Scope and limits of formal authority
- Area of influence or what it may do with permission
- Shared responsibilities or areas in which team members are expected to initiate action to support others.

### Fun Events
**WOW**: events the team celebrate Success & Failures
- Use shared Ceremonies, Parties, and Fun Events for
  - Team Building
  - Building and strengthening Working Relationships
  - Individual Reflecting
  - Building Empathy

### Weakness & Risks
**WHICH**: weaknesses the team have.
- What are your things that would hinder you?
- What skills/competencies do the team lack?
- What are your overall strengths as a team?

### Values
**HOW**: team do business, treats others.
- Grounds operational Norms
- Constitutes Team’s Belief system
- Fundamental to teamwork, motivation
- Basis for Empowerment
- Foundation of Improvement

### Goals
**WHAT**: are measurable team outcome/performance, benchmarks towards constant improvement.
- What you as a group you want to achieve?
- What is your keay goal that is S.M.A.R.T.?

### Norms
**HOW**: team interacts, makes decisions, resolves conflicts, and relays information.
- Code of conduct and safe environment
- Decision making guidelines
- Conflict resolution process
- Improvement / Change guidelines
- Internal and external communications
- Meeting guidelines
- Team additions/remissions
- Workload distribution

### Prime Directive
**TEAM MOTTO**: abstract/summary of all

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**NO IDENTIFICATION OF SELF OR MISSION**
**NO INTERference WITH THE SOCIAL DEVELOPMENT OF SAID PLANet**
**NO REFERENCES TO SPACE OR THE FACT THAT THERE ARE OTHER WORLDS OR CIVILIZATIONs**
<table>
<thead>
<tr>
<th>Areas Assessed</th>
<th>Great Work!</th>
<th>Good job!</th>
<th>Getting There!</th>
<th>Not quite</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Organization</strong></td>
<td>All materials are neat and information is easy to understand.</td>
<td>Most materials are neat and most information is easy to understand.</td>
<td>Some materials are neat and some information is easy to understand.</td>
<td>Materials are not neat and are difficult to understand.</td>
</tr>
<tr>
<td><strong>Content</strong></td>
<td>Subject area mastery is demonstrated through end result project.</td>
<td>Subject understanding is demonstrated through end result project.</td>
<td>Basic understanding of subject area material is met through end result project.</td>
<td>End result project demonstrates lack of understanding of subject area.</td>
</tr>
<tr>
<td><strong>Teamwork</strong></td>
<td>Each group member made contributions to project materials and presentation.</td>
<td>Most group members contributed to project materials and presentation.</td>
<td>Some group members contributed to project materials and presentation.</td>
<td>Few group members contributed to project materials and presentation.</td>
</tr>
<tr>
<td><strong>Presentation</strong></td>
<td>Information is presented with knowledge and creativity.</td>
<td>Information is presented with acceptable knowledge and creativity.</td>
<td>Information is presented with limited knowledge and minimal creativity.</td>
<td>Information is unclear or lacking and is presented with little creativity.</td>
</tr>
</tbody>
</table>
QUESTIONS?
REFERENCES


