

Nugget Team Work

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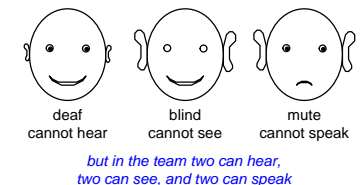
Abstract

The creation of products requires many different people to cooperate. The work is often organized in teams. The team members have complimentary skills and knowledge. In many management courses the need to design teams is emphasized. Unfortunately, often these recommendations are ignored. We re-iterate in this paper the rationale for teams and the recommendations for designing the team itself.

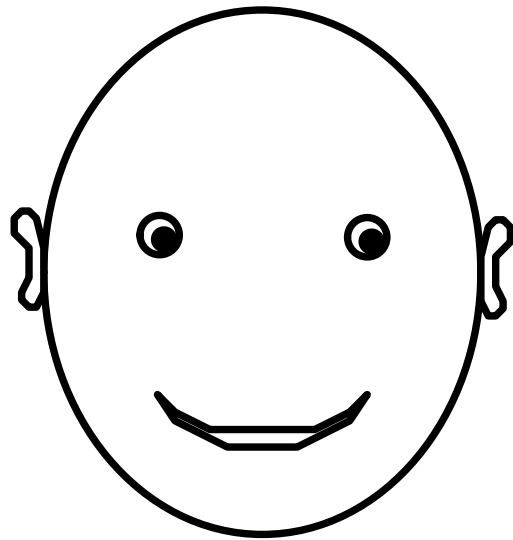
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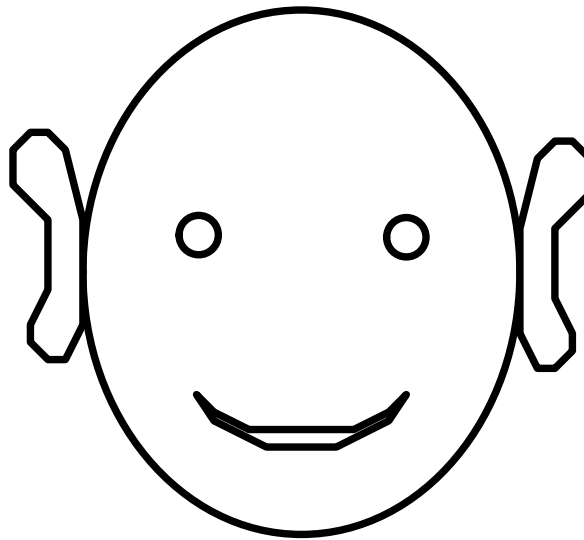


Teams consist of complementary people



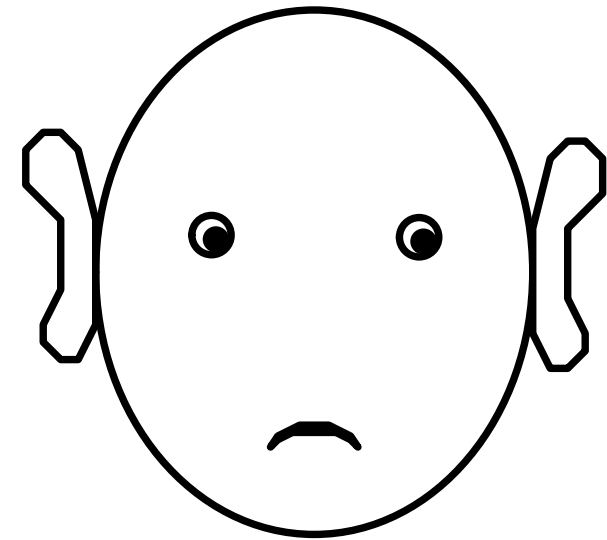
deaf

cannot hear



blind

cannot see

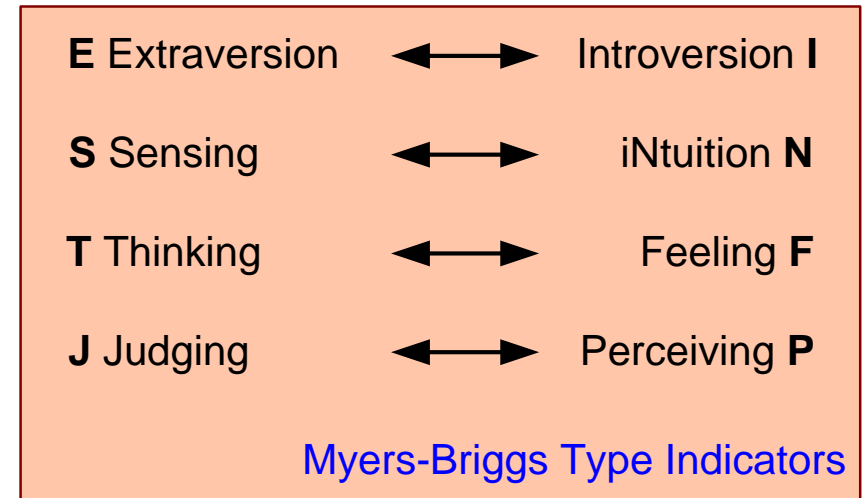
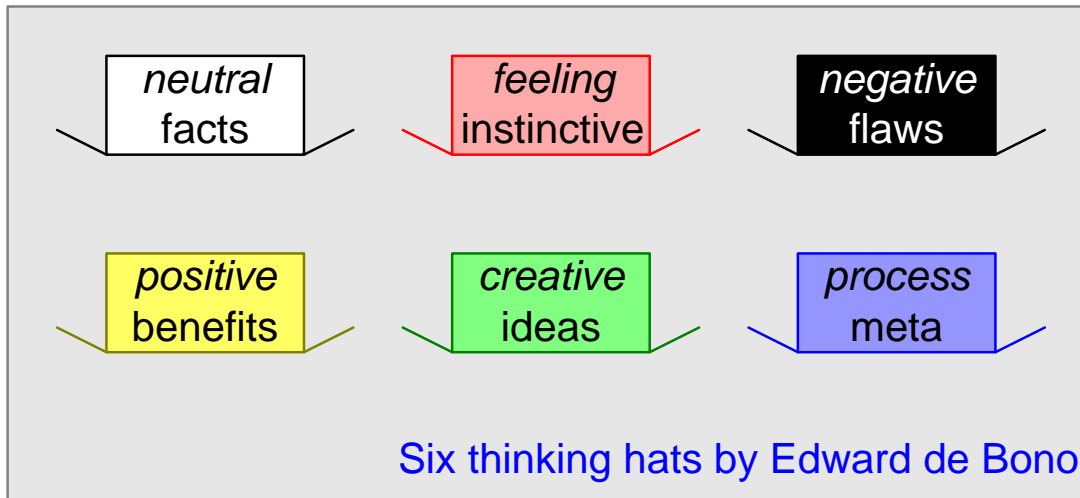


mute

cannot speak

*but in the team two can hear,
two can see, and two can speak*

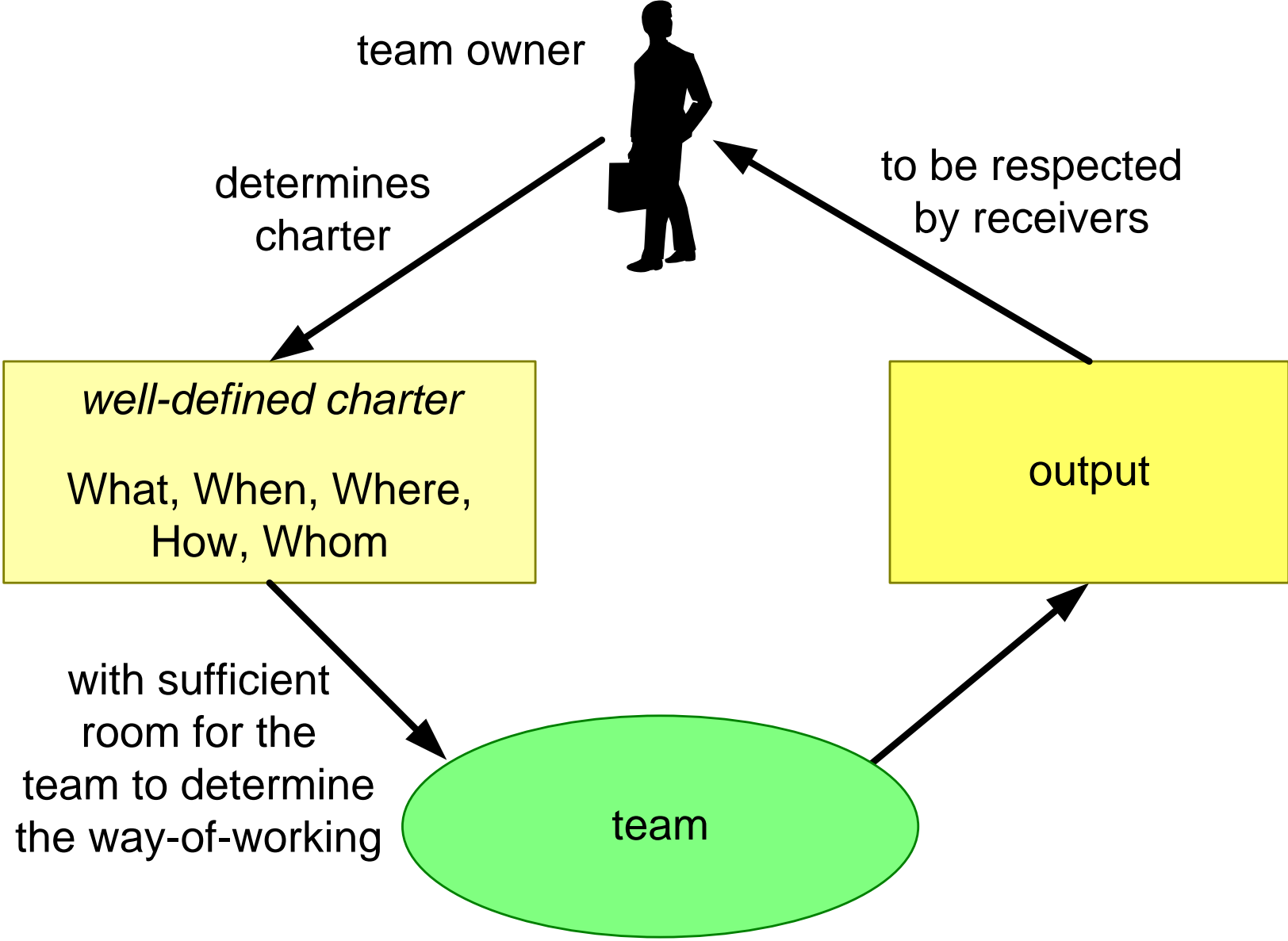
Many personality and role models are available



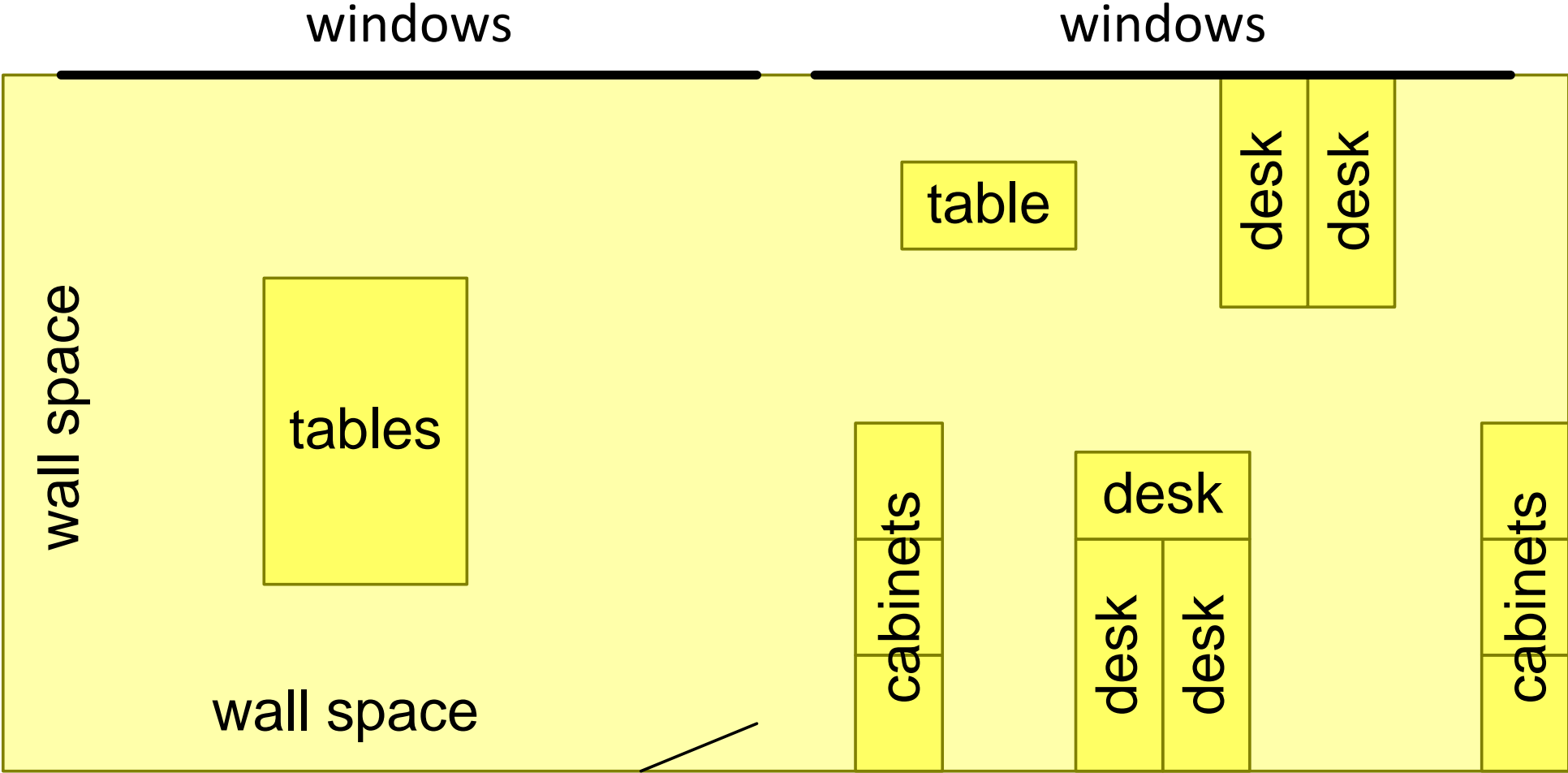
<i>plant</i> creative	<i>team worker</i> co-operative, averts friction	<i>implementer</i> disciplined, conservative, do-er
<i>resource investigator</i> enthusiatic communicator	<i>shaper</i> driver, dynamic	<i>completer finisher</i> conscientious, painstaking
<i>co-ordinator</i> mature, chairman	<i>monitor evaluator</i> sober, analytical	<i>specialist</i> single-minded, rare skills

Belbin's team roles

Process of creating and using a team



“War Room” is very effective



Critical Success Factors for teams

well defined charter

clear owner of the result

respect for the output of the team

freedom of way-of-working

housing and location

availability of team members

complementary roles

diversity, pluriformity