

## MOT1452 Workshop 1 for April 22<sup>nd</sup>, 2024

### Assignment 1 (total time around 50-60mins)

Based on Lecture 1: "Positionality and teamwork: individual and intra-organisational perspectives"

#### Part 1: Breakout group answer questions (~45mins for group discussion)

You have been assigned teams using two approaches by the teaching team: criteria 1) identifiable traits base on your names as an imperfect proxy for gender and ethnic diversity. Criteria 2) language spoken. This is an attempt to encourage diversity to prevent one dominant group from forming (e.g. Dutch speaking). However, we also created some all-male groups due to the lack of females (around 30% females). We avoided having one female in a mainly male group and also tried to avoid predominately mono-ethnic/language groups to prevent the use of languages that were not English in order to promote inclusion (e.g. 1 person not speaking the language spoken by the other group members. We will also monitor the group work dynamic which can help us make changes to the group formation in subsequent years.

One major challenge is working together in a team where there is no clear power dynamics, where each student is inherently equal in the academic hierarchy.

**Objective:** to create a team contract, create the group objective, norms, and conflict resolution protocol (to be submitted by week 2)

#### As an assignment:

University teams are unique compared to company and other organisational teams. By design, there is no clear hierarchy or chain of command. Students have an equal academic position (i.e., Masters student enrolled in TUDelft). As such, it's often unclear which each student's (formal) role is in the team. Thus, to facilitate your group work, the teaching team has created roles (*see Team Contract in BS*) to distribute the responsibilities equally over each role. This avoids a few people from taking on too much responsibility and helps spread the responsibilities across the team to also prevent free riding.

- **Task 1: Introduction (10 minutes)**

- a. **Positionality and intersectionality:** introduce yourself and discuss your experiences and knowledge you bring into your team (working, family obligations, etc) (**4 Rs-relevance, respect, reciprocity, responsibility**)

- **Task 2: Team Contract (40 mins)**

See the Team Contract Template on Brightspace. Complete it as much as possible in-class (include the team charter as an Appendix in the final group report).

#### Part 2: Self-reflection (5-10mins) 1-2 short paragraphs (submit on Brightspace by end of next working day 5:00pm). Write 1-2 paragraphs

What were your key impression of the Team Contract exercise. Avoiding passing judgement on yourself and your colleagues. Instead, reflect on what you learnt.