

**Team Members:** Alexa Hall, Abigail Uhrin, Jacqueline Chesnowitz, Joseph Valli, Joshua Faughnan, Molly Singer

**Research Question:** *How does team cohesion affect team performance?*

Our group is interested in studying how outside congregation and spending time outside of the work day affects cohesion. Group cohesion is the bond that ties the members together, potentially leading to better performance. In *Group Dynamics for Teams*, the author explains that highly cohesive teams have more commitment to their tasks and perform better.

**Task Design:** In our simulation, one team (control team) will perform their regular tasks at work and then continue to live their personal lives. Essentially, the control team will only engage in work-related activities while the second team (variable team) will perform their tasks as well but then will congregate for team bonding afterward. Meanwhile, the variable team will be doing activities such as getting dinner together, having happy hours, and going to sporting events.

**Team Composition Variables:** Each team will have 6 members, which is ideal for effectiveness and what teams prefer. These agents will have different expertise areas, a mix of personalities, and various cultural backgrounds. Doing so will cultivate a team environment similar to that found in the corporate workforce.

**Outcome Metrics:** First, we will measure the performance of both teams. To be fair, since there are agents that will be inside and outside of the work environment, we will assess all of the agents' happiness and emotions while they participate in the simulation. Our team members who are running the simulation can gather all the opinions and reflections of the agents to finally judge the cohesion of teams against performance to assess if there is a correlation. So, we will be measuring performance as well as overall team satisfaction while completing these tasks.

**Connection to Course Concepts:** Our team is particularly interested in learning about the effects of team bonding and team cohesion outside of the workday on the team's progress because it relates to sports. Our interest in sports made us curious as to how sports teams' cohesion makes them perform better, whether on the court or on the field. With this passion that we all have, we are eager to understand how a team outside of the work space would correlate to the team's performance. In the textbook, it is discussed that certain teams need cohesion in order to be effective. For example, firefighters need cohesion in order to collectively put out a fire in an effective manner. The concept of collective intelligence will also guide our team to success through its four practices of speaking up, collaboration, experimentation, and reflection (Page 35). "However, it is also important that the crew members maintain a good working relationship with each other—it can diminish the cohesion of the team if individuals, for example, take unnecessary risks, distract others, or are afraid to voice concerns." (Page 26). Poor social relationships relate negatively to team cohesion. We are wondering if congregating outside of the workplace will have an effect on team cohesion.