Healthcare Scheduling Project

Team Dynamics Exercise

To gauge your team members' growth as a team, you observe how they interact in the team status meeting.

Here are several observations:

- You need to jump in occasionally to keep the energetic (sometimes heated) discussion on track.

- The hospital IT team members tend to challenge the vendor's implementation lead and the business analyst.

- The business analyst is an active participant in the discussions. She has an IT background and identifies potential issues with solutions. The others grudgingly accept her feedback when she says they are prioritizing technology over business needs.

- A few of the IT team members look to you, instead of the IT team lead, for affirmation when they participate in the discussion.

- The team has only one question for you in this meeting: they question the reasoning behind a change request that the COO initiated because it doesn't seem to support the project objectives.

- With some guidance from you, the IT team members and implementation lead come up with feasible solutions that everyone is happy with.

Where do you think the team is at in their growth? What next steps would you take to support their continued growth?