

TEAM AGREEMENT GUIDELINES

For

Three and a Half CS Students (Group 68)

Version 1.0

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26/07/17

Sign-off and Approvals


| Team Agreement Sign-Off: | | |
|---|--|----------|
| The undersigned members of this team agree to abide by this team agreement to ensure the successful completion of the Smart City project to meet the client's requirements and timeframes. | | |
| Person's name & student number | Signature | Date |
| Joshua Stephens (n9707204) |  | 26/07/17 |
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| | | |
| Tutor Approval | | |

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1 Introduction

The purpose of this document is to discuss and agree on the operating norms (principles and communication processes) for **Three and a Half CS Students** who are a team of students in IFB299 Application Design and Development.

The aim of the team agreement is to describe the principles underpinning effective teamwork and how they will be applied by this team during the **Smart City** project. In this way the agreement provides a communication tool and contract between team members and their tutor regarding their obligations, responsibilities and activities to ensure successful processes, product, and outcome.

This document includes:

- High level principles contributing to an effective team;
- Agreed communication and operational processes to action the principles.
- Definitions of minor and major non-compliance and examples of instances that may constitute a breach of the agreement's conditions.
- Dispute resolution and conflict management processes.

2 Team Agreement

All team members must have participated in the formulation of this Team Agreement and are committed to abide by it.

2.1 Team Principles and Processes

- Principle (What): Agree to meet regularly, outside of tutorials
- Rationale (Why): To see whether the team is on the right track or not with our project, working together will keep everybody on track
- Operational Processes (How): Physically meeting each other or via a chat application such as discord and facebook

- Principle (What): Strive to achieve the best grade possible to the best of our abilities
- Rationale (Why): To pass the unit, hopefully boost our GPA, and become as prepared as possible for capstone
- Operational Processes (How): Putting in the time to work on the project whenever possible, clear critique of work so it can be improved, create frequent backups of project files, everybody makes the most out of their assigned roles

- Principle (What): Decide on matters in a fair way
- Rationale (Why): To avoid conflict with other group members, conflict will lower team morale and thus will lower our desire to perform at the best of our abilities
- Operational Processes (How): Matters will be decided by members and voted upon, hopefully to satisfy the interests of all team members

- Principle (What): Process to escalate issues team cannot resolve
- Rationale (Why): To resolve issues in the fairest way possible
- Operational Processes (How): For issues the team cannot resolve, first point of contact shall be the our tutor Jesse. If unhappy with the tutors response then shall contact the super tutor Ben. Last point of contact shall be the unit coordinator Prakash

- Principle (What): How team members will communicate between meetings
- Rationale (Why): To update team members on their progress or situation with the project
- Operational Processes (How): By messaging through facebook chat

2.2 Non-Compliance

- Minor non-compliance example #1

Not showing up to a scheduled meeting without explanation

- Minor non-compliance example #2

Not completing minor tasks, that could otherwise be easily done

- Minor non-compliance example #3

Completing tasks that are out of the scope of the task members duties

- Minor non-compliance example #4

Making excuses for incomplete tasks and missed deadlines

- Major non-compliance example #1

Not showing up to multiple meetings without explanation

- Major non-compliance example #2

Not completing major tasks, relevant to the team member's duties, adversely affecting the workflow of the group's duties.

2.3 Dispute Resolution & Conflict Management

Minor or major non-compliance with this Agreement is likely to manifest as disputes or conflicts between team members.

State how your team has agreed to deal with or manage minor breaches of this Agreement.

- Remind everyone of the principles and how to follow them
- Give a strike to a group member every single time they miss a group meeting or don't meet a project deadline without a justifiable reason, if they receive 3 strikes, it is then considered a major breach

State how your team has agreed to deal with or manage major breaches of this Agreement.

- Have a fair open discussion with all group members about how to fix the ramifications of the breach
- inform a IFB299 tutor or unit coordinator

3. Conclusion

This document has articulated the high level and operational processes agreed to by **Three and a Half CS Students**. This team agreement will apply for the duration of the **Smart City Project**. To meet the objectives of the project and demonstrate their abilities as IT professionals, team **Three and a Half CS Students** will implement the principles, processes and management activities described.

References

Provide any references you have used to construct this proposal.

Appendix – Team Agreement Guidelines

In order for your team to achieve its common goals, to coordinate activities and to enable group synergy, your team and its members must communicate regularly and abide by mutually acceptable and beneficial principles of behaviour.

In the ITB002 students form their own teams. Team members can then negotiate team principles and operational process and record these conditions in their Team Agreement. In developing the Team Agreement team members must also agree what constitutes a major breach of (non-compliance with) of agreed behaviours, the penalties for such breaches.

The notions of team agreements and team meetings were introduced in the week 1 lecture and you have been completing some online teamwork learning activities as part of your team process management.

Some possible topics for consideration in the Team Agreement are listed below. Your team should develop **principles** and **operational processes** and any other relevant items you think are necessary to establish the “rules” by which your team will operate. A template is available to help you identify content items and structure your agreement.

Possible Topics for Agreement Principles

The guiding principles you develop might address the following issues:

- Your team goals (How you will define success. What level of achievement / grade does your team want for this project);
- How your team will reach consensus when decision-making;
- How the team will manage & resolve differences of opinion. (Will the team require all individuals to accept the team's view?);
- How you will get quiet team members or students who have English as a second language to actively contribute to team discussions;
- How team members will share knowledge and actively collaborate with other team members to ensure collaboration;
- How tasks will be allocated and how work will be completed (will you work according to the project plan, or use an event-driven informal process?);
- How your team will resolve or accept personal or professional differences;
- The process or channel will you use to escalate issues that the team cannot resolve;
- Will your team have a team leader role? And if so what are their responsibilities and how will they be supported, rewarded or compensated for their additional work load.
- Equitable workload for team work.
- Will the team accept freeloaders (people who do no work on the project), how will you identify them, and what are you going to do about them?

- Ensure that work is done to an acceptable level of quality and meets the project's requirements;
- What process will you follow to deal with poor quality or late work;
- What you will do if members make significantly different contributions in terms of quantity or quality of work;
- etc

Communication and Operational Process Topics

Your team communication and operational processes should explain in detail how the principles you have stated are put into operation. They might include statements that include:

- How often your team meetings will be held, where, what time & for how long;
- What regular agenda categories will be discussed at each meeting (eg progress made, issues);
- Who will record the team meetings (eg meeting date, attendees, issues discussed, decisions, actions) and enter the data in TeamWorker when necessary;
- Will the team use an issues register to track the resolution of project, team and technical issues; if so how will this work.
- How often team members will communicate with each other;
- How team members will communicate between meetings;
- How often team members will check their email or voice mail;
- The timeframes team members will accept as reasonable to respond to email or voice mail messages;
- How team members will update each other with progress made, especially if they cannot attend a meeting;
- What a team member should do if he/she cannot meet his/her assigned tasks and deadlines;
- How the project plan will be updated to reflect actions completed and new actions assigned and who is responsible for these updates;
- Will a project library be established to contain electronic and/or print versions of documents and emails and who is responsible for maintaining this resource;
- etc

Defining Major and Minor Non-Compliance

This section should assist you manage team and individual behaviours. Your team should agree how this section should be completed and what items it may include. It is up to you!

You might start by defining and providing examples of what the team considers to be major or minor non-compliance, i.e. a breach of one of Agreement principles or communication processes (e.g. being more than 5 working days overdue with agreed deadlines, freeloading, not responding to emails etc).

Penalties for Major and Minor Non-Compliance

This is up to your team to agree and propose penalties. The team must then take responsibility for applying the agreed penalties. You may agree to deal with major breaches by reallocating an agreed percentage of marks, or even expulsion from the group.

You may agree to allow a small number of minor transgressions occur without penalty as long as team members behave appropriately & professionally.