Introduction to OCCP Teamwork Mindsets and Conceptual Frameworks

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What Defines a Team?

Team Leadership

Two or more people who interact dynamically, interdependently, and adaptively toward a common and valued goal, have specific roles or functions, and have a time-limited membership

*TeamSTEPPS® is a national team training program based on more than 30 years of research and evidence.

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Team vs. Group

"Unlike teams, working groups rely on the sum of 'individual bests' for their performance. They pursue no collective work products requiring joint efforts."

When I die, I want the people I did group projects with to lower me into my grave so they can let me down one last time.

Twitter post by student at another institution

Katzenbach and Smith
The Wisdom of Teams: Creating the high-performance organization.
Harvard Business School Press, 1993

Characteristics of High-Impact Teams© (HITs)

- **Self**:
  - Task-oriented effectiveness of individuals
  - Team-oriented personal attributes of individuals
- **Team:**
  - High team functionality (**internal to** the team)
  - High team performance (**outputs from** the team)
- **System:**
  - Positively influence systems (university, community organization, etc.)

Individual and teamwork skills are easy to understand, but require discipline and practice to achieve high-impact.

Levels of Awareness in High-Impact Teams© (HITs)

- **Self**:
  - Emotional intelligence: Self and social competencies
- **Team:**
  - Team mindedness: Individuals within the team and the team itself
- **System:**
  - Systems thinking: Team within organizations

Team Learning Inventory© (TLI)

Team Interaction Dimensions (4)	Aspects (10)
Task Oriented	Understanding
	Action
	Planning
Non-Task Oriented	Engagement
	Active Listening
	Individuality
	Relationality
	Solidarity
Power and Influence	Power and Influence
Openness	Openness

Developed by Drs. Tony Lingham and Bonnie Richley at Interaction Science, LLC, 2019. See syllabus for additional references.

Spectrum of Team Effectiveness
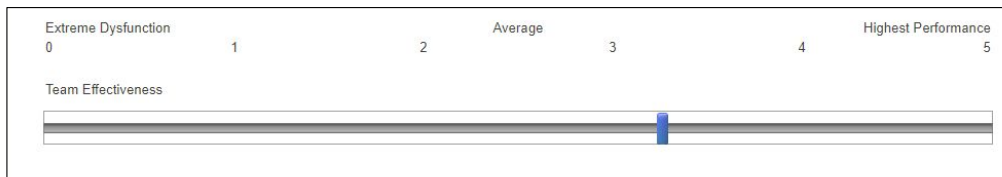
Locus of Control for Project: YOUR TEAM!

- You should be a self-managing team
- Establish roles and responsibilities
- Delegate project tasks & maintain accountability
- Create agendas and maintain notes for team meetings
- Generate shared mental model and clear expectations about the project with the sponsors
- Address challenges within the team or with the sponsors
- Establish and meet project deadlines
- Ensure quality of project meets sponsors' expectations
- Ask for guidance or help, as necessary

Team Coaching

- OCCP faculty and staff can provide coaching
- If needed, individuals or teams should reach out to ask for input, suggestions, guidance, advice, etc.
- You <u>don't</u> need team consensus or unanimity to ask for help.
- If necessary, preliminary meetings can typically be kept confidential.

Pearls for Course Success

- Course equally prioritizes you and your learning, your team, and the community organization that your team will partner with to complete an authentic and meaningful project.
- For ALL written submissions, don't just write, REWRITE.
- We welcome your input, insights, and feedback using deconstructive feedback.