# ASSIGNMENT – 1
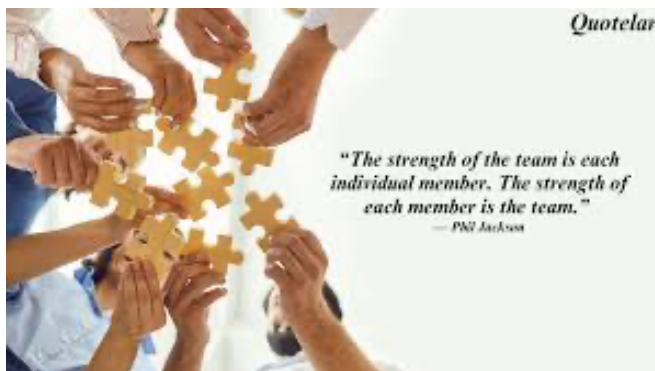
*Applying teamwork strategies in data science Projects*

### *Putting Together Synergistic Teams:*

**What:** People with complementary abilities and different backgrounds work together in synergistic teams to promote creativity and innovation. A careful balance between domain knowledge such as healthcare and finance and technological skills is required when forming a team. Frequent team meetings, brainstorming sessions, and collaboration platforms such as Microsoft Teams or Slack are examples of communication approaches.

**Why:** By utilising the team's combined intellect, this tactic helps us approach challenging issues from several angles. Synergistic teams, which are made up of people with various skill sets and subject experience, can produce fresh ideas and solutions which are unique and would not be possible for individual team members working alone. Free exchange of ideas is ensured by effective communication, which promotes increased teamwork and synergy.

**How:** To find out about the strengths and shortcomings of the team, by doing a skills audit. Creating teams combining domain knowledge and technical abilities (e.g. programming). During brainstorming and team meetings, establish open lines of communication and promote candid discussion.
Make use of collaborative technologies to instantly share materials, ideas, and criticism.



Quotelar

*"The strength of the team is each individual member. The strength of each member is the team."*
— Phil Jackson

**Impact:** According to research published in the MIT Sloan Management Review, diverse teams are more likely to perform better than homogenous teams, particularly when it comes to activities involving creativity and problem-solving. Teams with high levels of diversity and inclusion were shown to be 45% more likely to report a rise in market share over the preceding year, according to Harvard Business Review research.
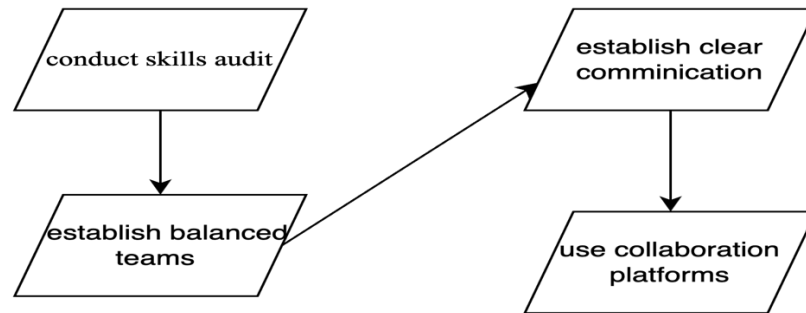
## Promoting Cooperation and Knowledge Sharing:

**What:** This tactic encourages team members to work together and share expertise, which facilitates the flow of concepts and solutions.

**Why:** Teams can access a broader spectrum of skills through collaboration and information sharing, which improves problem-solving and decision-making. Additionally, teamwork fosters a sense of shared accountability and ownership, which boosts motivation and morale.



Creating a Culture of Collaboration and Knowledge Sharing

**How:**

-Knowledge-sharing sessions: Regularly, team members discuss obstacles, exchange best practices, and present their results.

-<u>Collaborative workshops:</u> Task-oriented workshops that promote ideation, cooperative problem-solving, and co-creation of solutions.

-<u>Peer review procedure:</u> To find any problems and promote ongoing progress, a peer review procedure for code, documentation, using technology,  and project deliverables should be implemented.

**Impact:**

-McKinsey & Company reported in "The Most Important Capability You Don't Have" that organisation with collaborative cultures outperform their less collaborative peers by 20 to 30 per cent.

-Gallup research indicates that highly engaged workers generate 21% more profit on average than their less engaged counterparts.

### *Creating an Environment of Psychological Safety:*

**What:** Establishing psychological safety in a team helps create an atmosphere that permits members to take risks, offer ideas and admit their mistakes without fear of any criticism or blame.

**Why it matters:** Promotion of psychological safety is vital in encouraging teamwork and open communication so members may voice their thoughts without worrying about the repercussions. encouraging innovation and creativity as people feel free to try new things and explore novel concepts. fostering a climate of positivity and support at work by increasing team trust and respect.
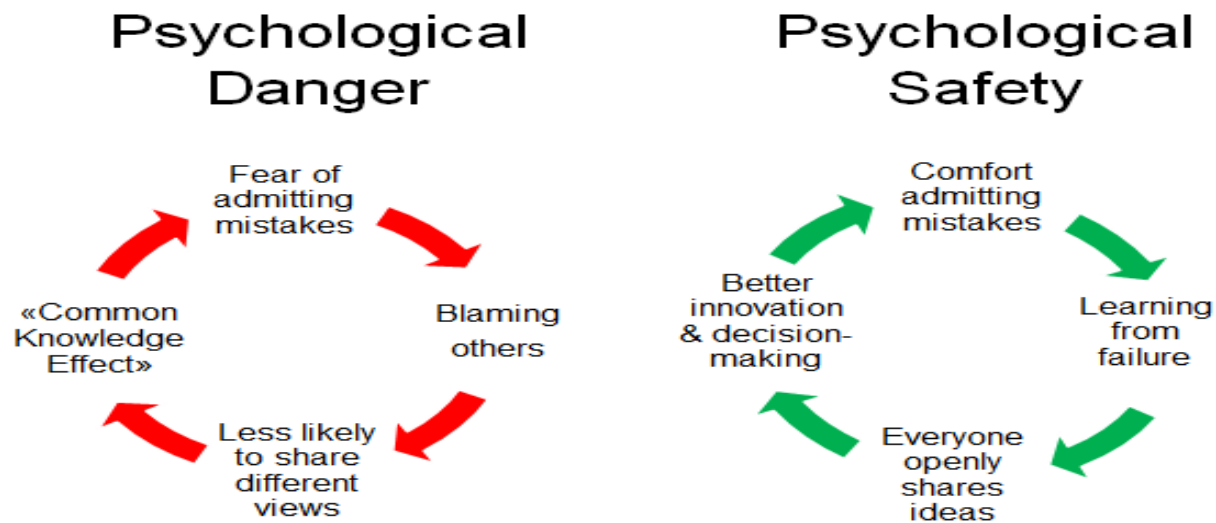
**How:**

-Set a good example for others by communicating honestly, accepting criticism and owning up to your mistakes.

-Promote polite behaviour among teammates by having zero tolerance for harassment and discrimination.

-It is better to concentrate on growth and learning than placing blame for errors made.

-Encourage a sense of belongingness and team spirit through recognition of individual efforts as well as celebrating accomplishments.

**Impact:** Google's research says that teams with higher psychological safety have twice the success rate in completing their work. It also shows more creativity levels as well as teamwork among members.

## Psychological Danger

Fear of admitting mistakes

Blaming others

Less likely to share different views

«Common Knowledge Effect»

## Psychological Safety

Comfort admitting mistakes

Learning from failure

Everyone openly shares ideas

Better innovation & decision-making

### *Citation:*

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