TEAM WRAP-UP

IOB, FGSIB

COB, SJSU

FALL 2000

DIFFERENT TYPES FOR DIFFERENT PURPOSES

- STAND ALONE TEAMS
  - HIGHER LEVELS OF FLEXIBILITY, VERSATILITY & CAPABILITY
  - EXPRESSED IN COMMUNICATION, BEHAVIOR, ATTITUDE & ACTION
- DIVISION OF LABOR/INTERFACE TEAMS
  - SPECIALIZATION PLUS FIT ARE ISSUES
- VIRTUAL TEAMS
  - REMOTE TASK FULFILLMENT

CULTURE & TEAM ATTRIBUTES & TEAMWORK

- TEAM ATTRIBUTES & TEAMWORK UNDOUBTEDLY AFFECTED BY CULTURE
  - MULTILAYERING OF CULTURE
  - NATIONAL, PROFESSIONAL, ORGANIZATIONAL & SUB-ORGANIZATIONAL
  - ALL THE USUAL VALUE DIMENSIONS NEED TO BE EXPRESSED; CANNOT FUNCTION WELL IF GENES (DNA) NOT EXPRESSED

VIRTUAL TEAMS

- GIVEN WHAT HAS JUST BEEN SAID, WHAT DO YOU THINK ABOUT VIRTUAL TEAMS & TEAMWORK
  - CANNOT WORK “OUT OF THE BOX”
  - PRE-VIRTUAL INVESTMENT REQUIRED
  - BEST IF TEAM MEMBERS NOT TOO DIFFERENT CULTURALLY (IF SPEED OF TASK EXECUTION IMPORTANT)
    - INDIAN SOFTWARE ENGINEER IN S.V. SUPERVISING INDIAN ENGINEERS IN INDIA

VIRTUAL TEAMS & TASK DEFINITION

- ARE VIRTUAL TEAMS LIKELY TO FUNCTION BETTER AS STAND-ALONE OR DIVISION OF LABOR TEAMS?
- WHY?
- CA DEPEND. ON WHAT?
  - TASK
  - INVESTMENT
  - TEAM EXPERIENCE
  - DEVELOPMENT OF DOMINANT TEAM CULTURE