Based on what was learned in the Learning Activity “Groups and Teams,” one would turn a group into a team? This could be achieved by supplying a common goal or task that they must complete together, this works best if each person on the team uniquely supplies needed knowledge.

Provide suggestions from the reading to support your ideas.
A group of department-store managers, for example, might meet monthly to discuss their progress in cutting plant costs, but each manager is focused on the goals of his or her department because each is held accountable for meeting only those goals. However, if the common goal is to reach budgetary constraints that if not meet would result in the closer of the firm this group is transformed into a problem solving team as the total of all cuts is what saves the firm.

Do formal or informal work groups work better?
Formal would seem a better choice for work related goals.

Use examples from the reading to strengthen your argument.
Since formal teams are comprised of managers, and ream members toward a common goal this seems to be the choice for most firm related goals. However, informal may be better for goals such as improved team relations, trust improvement as they tend to be outside the work environment. A team going to a summer camp and working in team building exercises such as trust falls or blind leading has been used for years by firms.

Now, consider the last time you were part of a team. Which of the key characteristics of teams listed in the reading were present in your team and which were lacking? Please explain.
Getting to know people outside of the work environment is generally of great benefit. However, sometimes knowing too much about a coworker is a hinderance to the team.  In my experience finding the time in each schedule to allow people to come together outside of work is the biggest hurdle. The last time I did something like this in a team we had to wait until the slow season to accommodate busy schedules.



2 months ago

Diana Echols

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Thank you Jeffrey for your response to this prompt. A shared goal is a must in order for a team to be a team. It is a very important for a leader to understand that there are budgetary constraints that must be navigated through. You addressed each aspect of this prompt sufficiently and demonstrated understanding of the concepts covered in the text. As a result, I will affirm this post.