Jeffery Morse

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According to the reading in the Learning Activity “Designing Effective Teams?,” what factors should you consider when deciding the size of your team?   
According to the learning activity when one is deciding team size a size of two to 20 members is a good rule to go by. First, the smaller the team the more each person is required to participate, this is helpful for both groupthink, and loafing.  Research reveals that teams with more than 20 members cooperate less (Graton & Erickson, 2007). However, this may be challenging when the task is large. When facing large tasks a large team is required, however, splitting the team into sub-groups of up to 20 with each sub-group in charge of one item may be in order.

Also, what role should diversity play in team composition? Please support your ideas with information from the reading.

Diversity is generally a great thing according to the lesson. However, there are instances where certain diversification so make little sense. For instance one would not want a group of plumber planing the best way to administer medications.  In the hole though, the more diverse the more of the customer base that is culturally represented. This results in a broader base of solutions due to the experiences present in different cultures. Diversity in teams can help them come up with more creative and effective solutions--teams that believe in the value of diversity performed better than others (Homan, van Knippenberg, Van Kleef & De Dreu, 2007).

Next, how can you determine what factors are making a team ineffective?   
Factors and abilities that are diverse but complement each other tend to be the most effective.  One way to see which factors are hindering or helping teams is to log their progress, keeping track of any factor that is different from other teams.

Should team members evaluate each other? Why or why not?

I think that team members should be a part of the evaluation board, however, team member should not be able to independently evaluate other team members.  Management traditionally does evaluations, this process is not purge the but does effectively circumvent any personal conflicts which may result in a negative evaluation from a team member.  While diversity is great for innovation in teams many people will have problems relating to or understanding processes witch have their origins with in other cultural norms. Administrators have been somewhat trained to take this in account.  On the flip side, peers should have input in the evaluations of who they have to work with, for this reason an evaluation board including peers and administration is the best alternative.  In contrast, if everything is going great in the team and each individual is performing well, administrative evaluations may be all that is necessary.

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2 months ago

Diana Echols

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Thank you Jeffrey for your response to this prompt. You provided a good discussion on the rationale associated with team size. Diversity is good when it comes to achieving goals but  only when the goals, values,  and relevant beliefs are shared.  You did a good job incorporating concepts from the text in this post.  Each aspect of this prompt was sufficiently and demonstrated understanding of the concepts covered in the text . As a result,  I will affirm this post.