

## BUAD 3000 - Integrated Skills for Management

### Session 6

#### I. Today's Session

- High Performance and Dysfunctional Teams—a quick recap
- City Council exercise—putting your team to the test

#### II. Teams - A Quick Recap

- 3 types of teams
  - Ad hoc Teams
  - Process Teams
  - Project Teams
- Roles of the Leader and Members will vary based on type of team.
- Performance Measurements-Metrics May differ for Each Team Type
- Six (6) Stumbling Blocks Along the Path to Team Greatness
  - Social Loafing
  - Free Riders
    - Diffusion of Responsibility
    - Dispensability of Effort
  - Sucker Aversion
  - Groupthink (and the Devil's Advocate)
  - Conformity Pressure
- So, How Do We Create Great Teams?
  1. Right type of team and the right players
  2. Understanding that the roles of the Leader and Members will vary based on type of team.
  3. Remember Our Methodology:

#### **Right Competencies + Aligned Systems = High Performing Teams**

4. Everyone wants to play on the winning team!!
5. Rational Man Model

#### III. City Council Exercise (See City Council attachment)