

Teams for the course assignment

ARTX-C1001 - Design and Media Cultures, Lecture, 2023

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Teams

Are groups and teams different?

GROUP VERSUS TEAM

Group refers to a number of people who are connected by some shared activity, interest, or quality

Team refers to a number of persons associated together in work or activity

May not share a common goal

Share a common cause or goal

Specific roles and duties are not assigned to individuals

Specific tasks are assigned to each individual

Members are independent

Members are interdependent

Members may not know each other

Members are aware of each other's weaknesses

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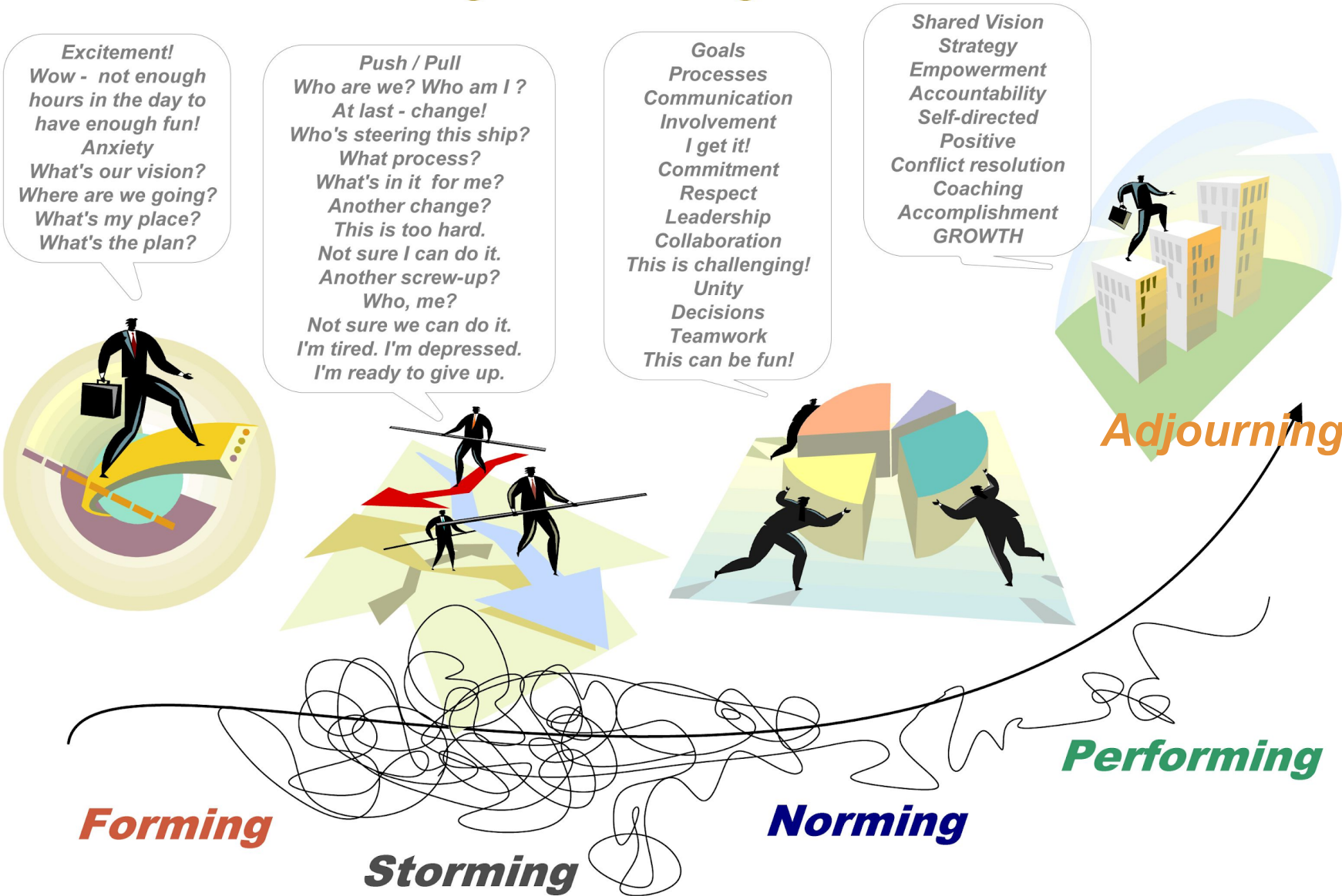
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Members are aware of each other's weaknesses

Groups become teams when:

- They have shared work or activity.
- Goals (the reasons why they exist).
- People have different tasks.
- People depend on each other.
- People know each other's strengths and weaknesses.

The Path to a High-Performing Team



Stages of group development

(Tuckman 1965)

EVERY GROUP PROJECT



Team formation: forming, storming, norming, performing, adjourning

Team members roles: who will do what?, "project manager"

Communication: channels and meetings

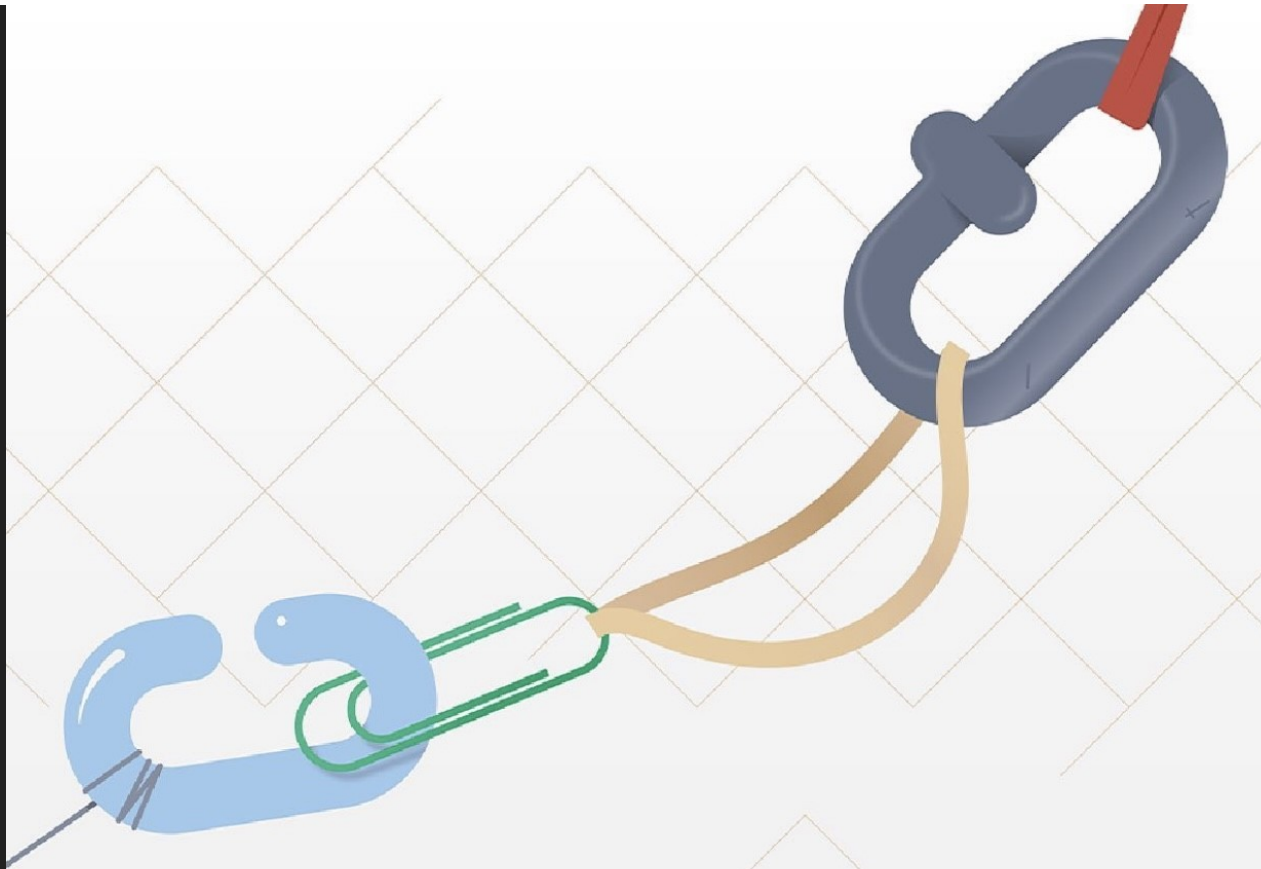


Characteristics of an effective teamwork:

- belief in shared **aim**.
- sense of **commitment** to the team.
- feeling of mutual **trust**.
- full **participation** by all members.
- free flow of **information**.
- open expression of **feelings**.

Team-building

- Team agreement
 - Team rules support teamwork and make communication easier
 - Content:
 - Procedures of the team
 - Participation
 - Communication
 - Dealing with conflicts
 - Meeting procedures
- Emphasise common interests and values
- Use ceremonies and rituals, even symbols (team name, logo, colour)
- Encourage and facilitate social interaction



5 Things High-Performing Teams Do Differently

Hint: It's not always about the work.

1

They're more strategic with their meetings.

High-performing teams are more likely to:

- Require prework from participants
- Introduce an agenda
- Begin with a progress report on ongoing projects

2

They invest time bonding over non-work topics.

Discussing non-work topics offers major advantages. That's because personal conversations can reveal shared interests, which fosters deeper and more authentic connections.

3

They express appreciation more frequently.

Recognition is often a more powerful motivating force than monetary incentives. On high-performing teams, appreciation doesn't flow from the top down. It's a cultural norm in peer-to-peer interactions, too.

4

**They're more authentic
at work.**

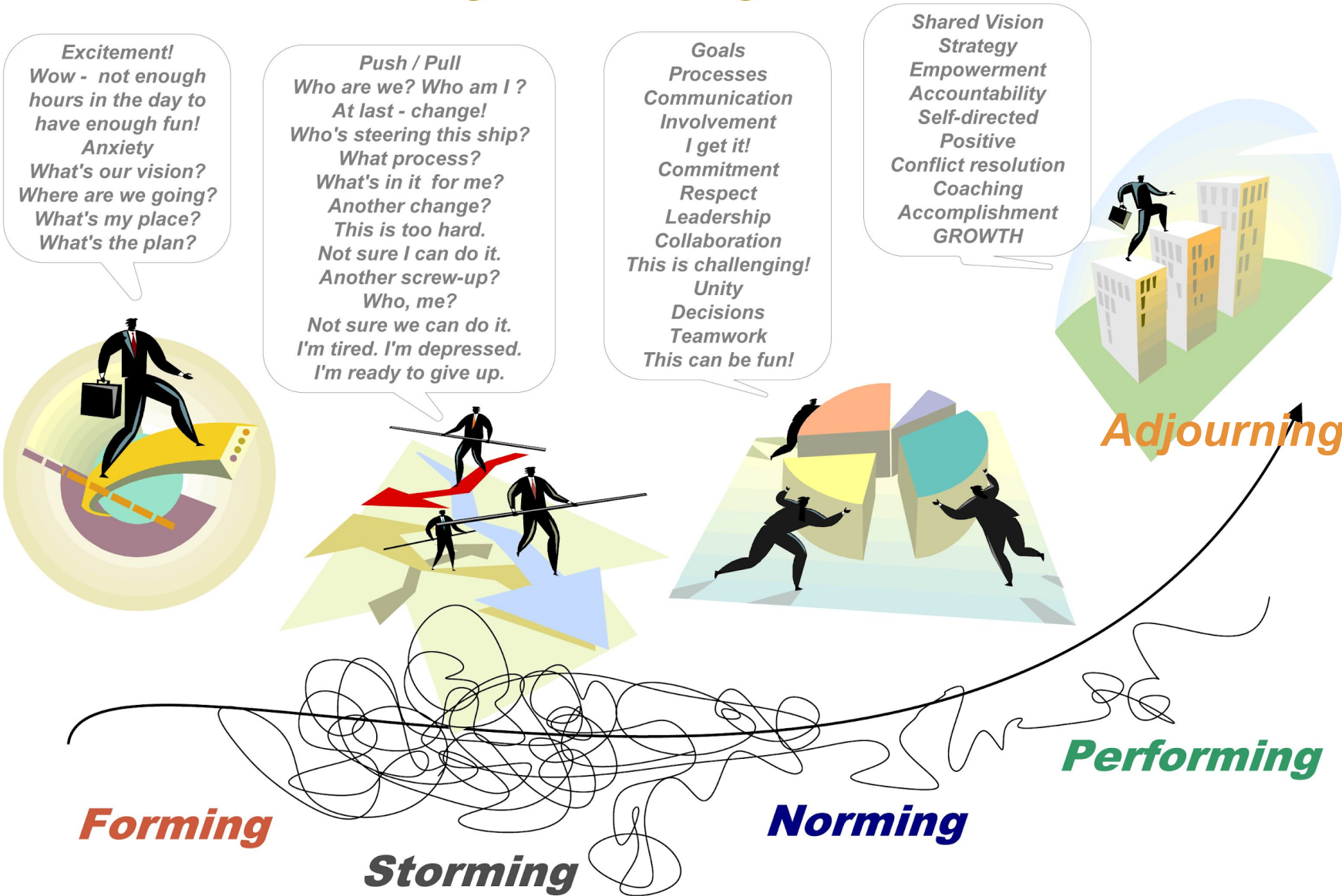
**This means they're more comfortable
expressing both positive and negative
emotions** — as well as complimenting,
joking with, and teasing their teammates.

5

They are not afraid to pick up the phone.

While many people expect phone calls to be awkward and uncomfortable, that's often a misperception. Speaking on the phone tends to strengthen bonds, prevent misunderstandings, and contribute to more generative conversations.

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the creative process:

- 1. This is awesome!**
- 2. This is tricky.**
- 3. This is terrible.**
- 4. I am terrible.**
- 5. This might be ok.**
- 6. This is awesome!**
- 7. I am awesome!**

Lets make the groups

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