

Team Performance Assessments

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Lessons Learned

WBS 5 focused on building teams and teamwork. We did an exercise on evaluating our team's norms. We also did an assessment on our team's teamwork. We summed up the week by completing an activity as a team that analyzed the intent of team building and had us create a shared vision. I will briefly sum up team building and teamwork exercises we did this week.

I discussed the overall norm that Team 4 all buys into is to have our members volunteer to tackle assignments based on their strengths. For instance I am very good at creating the products and gathering the information, Reese is good at PPT creation and Domingo is good at presenting our work. I think our group falls into the punctuated equilibrium model. About mid-way we lost one of our team members. This led us to restructure the way we had distributed the work load.

This is closer to the PE model since we had a major transition midway through the project. Team 4 managed meetings by starting our meetings right away, established roles within our group and then continued meetings weekly. This has kept us on track with our project and empowered each member to knock out the work they are assigned without any confusion or doubling of efforts. Finally, we used a "Project Manager", if we had not then our group would have been disorganized with no defined task or purpose.

Team 4 is doing very well in all aspects of teamwork. We are all on the same page and communicating very effectively. There is always an open line of communication to all members and everyone is very good at responding to each other in a timely manner. Everyone is good at giving constructive, relevant and appropriate criticism. Each member is also very receptive and

appreciative of receiving criticism of their products or ideas. We all have a say in the decision making process as well. Overall, we have been well oiled machine when it comes to teamwork.

References

Larson, E. W. & Gray, C. F. (2014). *Project management: the managerial process with MS Project 2007* (6th ed.). New York, NY: McGraw-Hill/Irwin.

Lussier & Achua (2013). *Leadership Theory, Application, & Skill Development (5th Ed.)*. Mason, OH: South-Western.