

TEAM ACTIVITY

OBTC

June, 2016

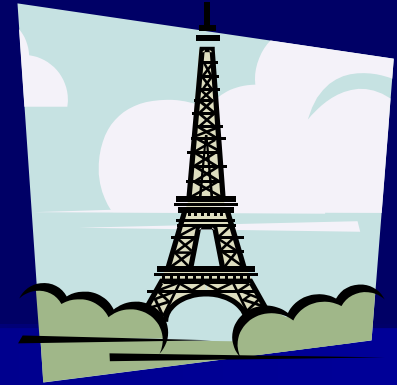
Gloria J. Miller

Austin Peay State University

Assignment to Teams

- First day of class, gather information below AND worst team experience.
- Mix majors, military or not, and gender.
- I announce teams near the end of a class session and allow them to meet each other and exchange information if they choose.
- The next class session, I do the following assignment.

Team Exercise



- Use only spaghetti and marshmallows provided (not the twist tie or bag).
- You cannot change the shape/break/smoosh the marshmallows. Do whatever you wish with the spaghetti.
- Object: Tallest and/or most beautiful free-standing project. Prizes given for each category.
- ~~30~~15 minutes. I will call out time periodically.

Vote for prettiest – you can't vote for your own team!

- We'll do this by show of hands.
- In my class, we use clickers.

Did any team spend some time planning before building?

- Answer using your i<clicker either way so no one feels like they can't respond with a specific answer.
- Yes – A
- No – B

(Ask them: Would planning have helped in your end goal?)

Did one or two people take over the exercise?

- Yes – A
- No – B

(Ask: Did the person or persons had expertise, or just took over because they are used to leading? What might you do to stop this?)

Would you have liked to be a leader, but didn't want to appear 'pushy'?

- Yes – A
- No – B

(Tell them: If you think you can do a better job, try to become the leader, or at least become more vocal or helpful.)

Was anyone silent or basically a non-contributor?

- Yes – A
- No – B

(Ask them: What could you have done to stop this?)

Possible Lessons Learned

- I had you do a physical exercise with a specific end goal to get you to forget about team dynamics and just “be” in a team.
- Is everyone being heard?
- Knowing what you know from today, how can you make your next team times together the most productive?

Next Sessions

- IN CLASS team formation and planning
- Here, we discuss worst experiences given day 1 and how those experiences could have been avoided by pre-planning.
- I schedule 1 or 2 team days for them.
- After a few weeks, I ask the students to write a reflection paper on their team. I ask them to write about any problems or anticipated problems and how they might solve them.

Teams

- Benefits
- Drawbacks

(The class comes up with these – I add any important ones they might have missed.)

Past Problems

(These are taken directly from their examples)

- Not getting credit for my hard work
- Two people were friends and did all the work
- Doing other teammates' work last minute
- One person would not listen to others EVER
- We used Prezi. It wouldn't work. Still had to present, with no visual presentation.
- Different schedules, so no time to meet.

Suggested Processes

- Form roles
- Develop norms
- Share emails (and maybe cell phone numbers if everyone wants to)
- Discuss when and where to meet on Team Days (Monday, 2/8 and Friday, 2/19)
- Develop detailed timeline for project

Roles

- Speak up if you have a skill or desire for one of the tasks OR if you don't want to do one of them.
- Writer(s)
- Proofreaders
- PowerPoint Developer
- Presenter

Norms

- Goals (SMART)
- How will you make final decisions?
Consensus, majority, etc.
- How soon must people reply to emails and/or texts?
- How to deal with problem team members. Conflict. Discussions.
- Good, strong norms will help avoid problems.

In my classes, teams:

- Do a team project together including a paper and presentation. For OB, they find video clips that demonstrate topics in an assigned chapter.
- They do in-class activities together throughout the semester.
- They take all exams as a team after taking the same exam individually. Individ. Counts $\frac{3}{4}$, Team Counts $\frac{1}{4}$

In my classes, teams:

- Stay in the same team all semester.
- CAN 'fire' a member after trying to work with them and following their own norms.
- Evaluate each other, and those evaluations affect their team project grade.

Do you have any best practices in
teamwork to share?

Thanks for coming.