

Making the key effective decisions we need to as a team

Week Three, and the Peak Peak Performance Bros have started to in my opinion settle into being more of an effective team, rather than just students coming together to do an assignment together (Oakley, Felder, Brent & Elhaji, 2004). Our preliminary ideas of effective teamwork, and our expectations of the team have been collaborated and through unstructured social interaction as well as structured team discussions, I feel we finally understand how our team dynamic is going to work, and have a good grasp of what our individual roles/skills are within the team.

Now that we have established a good team dynamic, the first week of competitive rollover will allow us to further look into our decision making as a whole, and in comparison to what other teams have been doing. I felt that after the first few weeks our team was struggling to have the best decisions made due to an overflow of quality input, with a lack of management of that input. Complex circumstances, limited time, and inadequate mental computational power reduce decision makers to a state of "bounded rationality" (Buchanan, L & O'Connell, A, 2006). Our decision making in the first few weeks of practice was definitely not as thought out, and as strategised as we had planned it to be. Although lots of effort was put into the decisions, the best and most suited information & knowledge was not necessarily used to make these final decisions.

As a team, our decision making needs to be more thought out, and more strategised throughout the week, so that when we come together to make a decision, we are not so risk adverse, and are more willing to make the big decisions (more risky they may be) that we need to make in order for our team to prosper.

We have all the right attributes, with this week our R and D designer really stepping up, as well as our finance team making some good forecasts. We are ready to make the key, risky decisions that we, as an effective team, need to be ready to make.

References:

Buchanan, L & O'Connell, A. (2006). A Brief History of Decision Making, *Harvard Business Review*, 84(1), 32-41.

Oakley, B., Brent, R., Felder, R. M., & Elhaji, I. (2004). Turning student groups into effective teams. *Journal of Student Centered Learning*, 2(1), 9-34.