Becoming an effective team

During the second and third weeks of Management 300, I was placed into a team of 6 and allocated the CFO position. The first practice roll over was completed and it enabled our team to have a better understanding of what was required for everyone for the remaining weeks.

I think The main takeaway from experiencing the first roll over is working together as a team, rather than individuals. One of the problems I noticed early on was that although we understood the clear need of getting a high share value to beat the other companies, we weren't working together effectively to achieve this. Instead of delegating tasks to the best person for the job, we were more inclined to hunch around one computer screen and let our CEO do most of the thinking and talking. This resulted in our team being the last to leave the computer labs on both the second and third week due to ineffective time management. Our situation closely resembles a potential team, one that has a common performance need, however individuals lack common purpose and goals. (Oakley, Felder, Brent & Elhajj, 2004). Therefore, in order to achieve a more effective team performance, we must start to delegate technical and functional expertise to individuals, and then communicate and challenge each others work to achieve results.

Regarding my own experience, there have been some times when working with the group in the labs that I have struggled to contribute due to not understanding what my team members are talking about. I believe that for me to contribute more effectively as a team member I should come to each lab session prepared by working to improve myself with the mikes bikes simulation and commit myself to showing up to each meeting and contributing my ideas (Kelley, 1988)

References:

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

Kelley, R. E. (1988). In Praise of Followers. *Harvard Business Review*, *66*(6), 142–148.