

# Teams in industry

Big groups doing real work

### Team theory

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### Some teams I've been on

SIGGRAPH 2004: Three faculty Three graduate students Two undergrads Two actors Lab technician

#### Team issues

Setting expectations Speaking up Balancing team and self

# Diversity and conflict

Teamwork is not all fun

- Team members will sometimes disagree about how to do things
- It's bad when team members all share the same perspective: "groupthink"

Team members with different expertise

- Disagree more
- Achieve better results

### Diversity and conflict

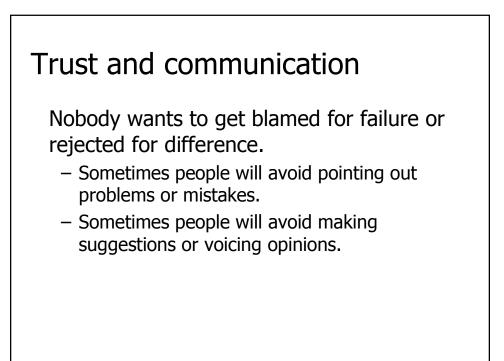
Conflict is not good in itself, though

 Personality clashes and emotional conflicts lead to worse team performance

Teams with diverse backgrounds

- race, culture, age, etc.,

have to work harder to develop trust and maintain collaboration.





Set clear individual goals, and share them.

- What do you want to learn?
- What are your responsibilities?
- How do you want to reflect on your participation and contributions?

# Recipes for success

Get to know everybody.

- Understanding others' situations fosters respect and flexibility.
- Your rapport with other team members is an investment for when things get tough.

## Recipes for success

Think of performance in team terms

- Pointing out obstacles helps the team.
- The whole team needs to overcome them.