



Session 10: Team Dynamics & Contracts

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Today's Agenda

- Team Dynamics
- Submit team contract
- Next week:
 - 3/7 Tuesday: practice elevator pitches
 - 4/7 Wednesday: elevator pitch!
 - Everyone pitches individually
 - Can pitch different ideas from your team
 - Get feedback on your teams' ideas from judges
 - Helpful for determining final project idea!

Why work in teams?

- Completing a project is time consuming and intellectually challenging
- Several people working together using a different set of skills produces a better project
- Many people can sustain enthusiasm and lend support to complete the project

Teams succeed when members have...

- Commitment to the project
 - Initiating, being enthusiastic
- Defined roles and objectives
 - Solving problems logically
- Effective decision systems, communication, and work procedures
 - Seeking approval, giving opinions, generating ideas
- Good personal relationships
 - Encouraging others, relieving tension with humor, being a friend

Important tasks in team building!

- Setting and maintaining the teams objectives and standards
- Involving the team as a whole in the achievement of objective
- Maintaining the unity of the team
- Communicating efficiently with the team
- Consulting the team members before making any decisions

Stages of Team Growth

Stage 1: Forming

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graph TD; S1[Stage 1: Forming] --> S2[Stage 2: Storming]; S2 --> S3[Stage 3: Norming]; S3 --> S4[Stage 4: Performing];
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Stage 2: Storming

Stage 3: Norming

Stage 4: Performing

Stage 1: Forming

- Define team
- Determine individual roles
- Develop trust
- Communication standards
- Develop norms
- Task
 - Define problem and strategy
 - Identify information needed

CEO?
Finance?
Technology officer?

How often do we meet?
Who runs meetings?

What are we building?
How?

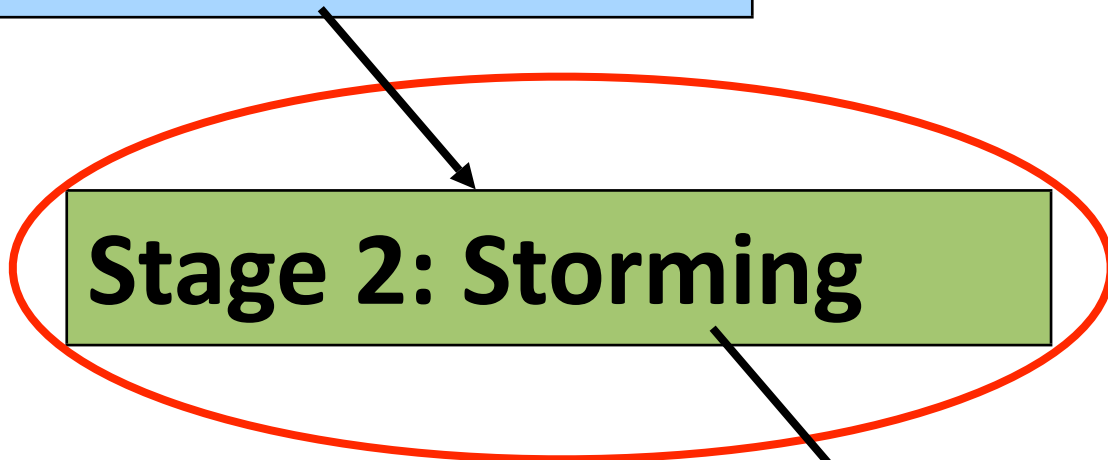
Stages of Team Growth

Stage 1: Forming

Stage 2: Storming

Stage 3: Norming

Stage 4: Performing



Stage 2: Storming

- During the storming process, team members...
- Realize that the task is more difficult than previously imagined
- Have fluctuations in attitude about chances of success
- May be resistant to the task
- Have poor collaboration

Working in a team can be hard! But it doesn't always have to be this way...

Stage 2: Storming

- Diagnosis
 1. Do we have common **goals** and objectives?
 2. Do we agree on **roles** and responsibilities?
 3. Do our task, **communication**, and decision systems work?
 4. Do we have adequate interpersonal skills?
- Must provide strong hands-on leadership to keep people working and task-focused

Negotiating Conflict

- Separate problem issues from people issues
- Be soft on people, hard on the problem
- “Fix the problem, not the blame.”
- Look for underlying needs
 - Reach **big** resolutions rather than *specific* solutions

Addressing the actual problem

- State your views non-judgmentally
- Clarify core issues
- Listen carefully to each person's point of view

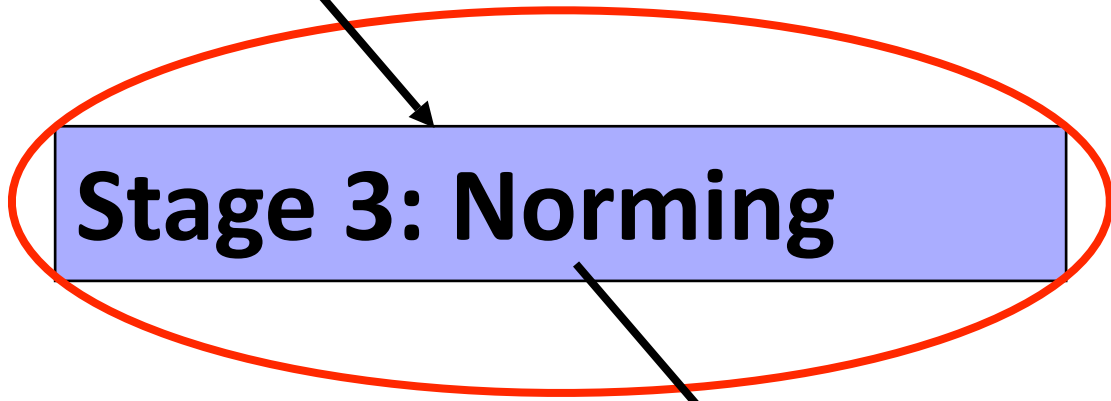
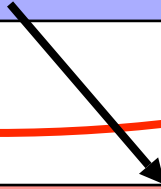
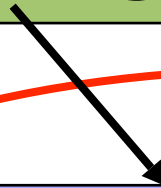
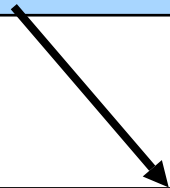
Stages of Team Growth

Stage 1: Forming

Stage 2: Storming

Stage 3: Norming

Stage 4: Performing



Stage 3: Norming

During this stage members accept:

- Their **team**
 - Team **rules** and procedures
 - Their **roles** in the team
 - The **individuality** of fellow members
-
- Codes of behavior become established and a group culture emerges

Team Norms

- Unconditional **support** to each other
- Standard procedure for when conflict arises
- Responsibilities are clearly defined
- Constructive feedback welcome
 - Be descriptive, use labels, do not exaggerate, do not be judgmental, speak for yourself
- Receiving feedback
 - Listen carefully, ask for clarity, acknowledge feedback and valid points

Stages of Team Growth

Stage 1: Forming

Stage 2: Storming

Stage 3: Norming

Stage 4: Performing

Stage 4: Performing

Team members have:

- Gained insight into personal and team processes
- Better understanding of each other's strengths and weaknesses
- Gained the ability to prevent or work through group conflict and resolve differences
- Develop a close attachment to the team

Qualities for a Successful team: SCORE

- **S**trategy
- **C**lear Roles and Responsibility
- **O**pen Communication
- **R**apid Response
- **E**ffective Leadership

Qualities for a Successful Team:

Strategy

- Shared purpose
- Clearly articulated values and rules
- Understanding risks/opportunity
- Clear categories of overall team responsibilities

Clear Roles and Responsibility

- Clear definitions
- Responsibility shared by all members
- Specific objective to measure individual results

Qualities for a Successful Team

Open Communication

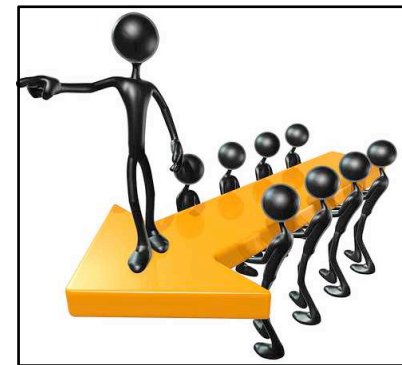
- Respect individual differences
- Open floor between all team members

Rapid Response

- Respond quickly to all team's problems

Effective Leadership

- Help members achieve the objective and build the team
- Free up the skills of all team members

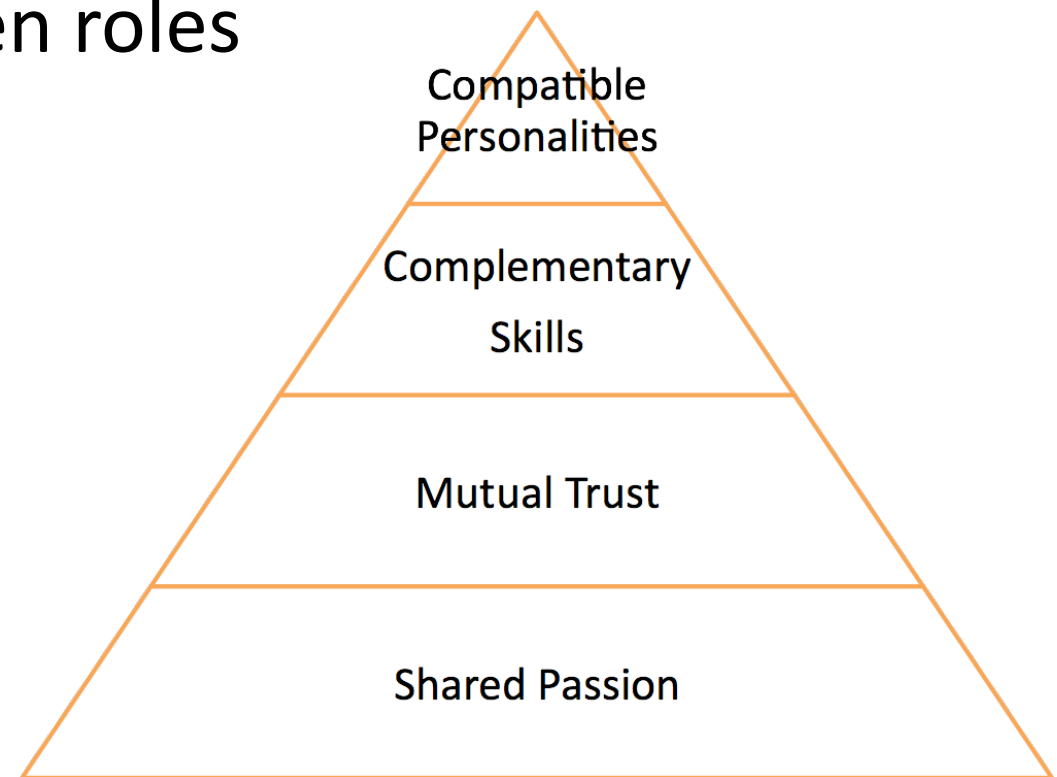


Coming together is a beginning;
Keeping together is progress;
and **Working** together is success.

-Henry Ford

Roles

- One person will not do every job!
- *Specialization*
- Be very clear on your team who does what jobs
- Some overlap between roles



Roles

- Do you have people for every role?
 - Who will coordinate building product? **VP Engineering**
 - Who will coordinate attracting investors? **VP Finance**
 - Who will understand & sell to customers? **VP Marketing**
 - Who will keep current customers happy? **VP Operations**
 - Who will attract & recruit new employees? **VP People**
 - Who will maintain the passion & organize overall? **CEO**

Other Roles

- Lead Designer - makes things pretty
- Tester - does this thing work?
- Random Task - helps everyone accomplish tasks, gets things done

What else?

- Vision - CEO
- Business development - marketing
- Keeping customers happy - operations
- Turning ideas into products - project manager

Keep in mind...

- Everyone on your team is responsible for
- Building your product (code)
- Writing your business plan
- Some people will spend more time on code or business
- Be clear in your team who is doing what
- Make deadlines, **STICK TO THEM**
- Fix problems, not blame

Team Contract

- Our team members are:
 - 1.
 - 2.
 - 3.
 - ...
- We are all passionate about and committed to solving problems, such as _____.
- We all mutually trust and respect each other.
- We have complementary skills and each agree to lead the following roles:
 - CEO: _____
 - VP Engineering: _____
 - VP Finance: _____
 - VP Marketing: _____
 - VP People: _____
 - (Everyone must have a role. No more than two roles per person.)
- We feel comfortable sharing our ideas and voicing our opinions.
- We think we will have fun working together!
- (Signatures)

