

Endurance Case

Good teams are not a matter of luck

Modeling: at the very end no one was left behind and early victories were well managed

Workteam characteristics

- shared goal
- interdependent work
- stable
- authority and hierarchy
- determined social system

Team oriented behavior to face an important challenge

- competition
- survival

Type of team

- Manager led-team
 - formal authority
 - informal authority
- the inner conflict
 - the mutiny - important opportunity to reinforce authority position
 - common differences - well managed

Developing team skills

- accurate diagnosis of team problems
- in anticipation
 - But existing Bias
 - overconfidence
 - disponibility
 - sunk costs
 - emotiona behavior
- evidence based management once in troubles

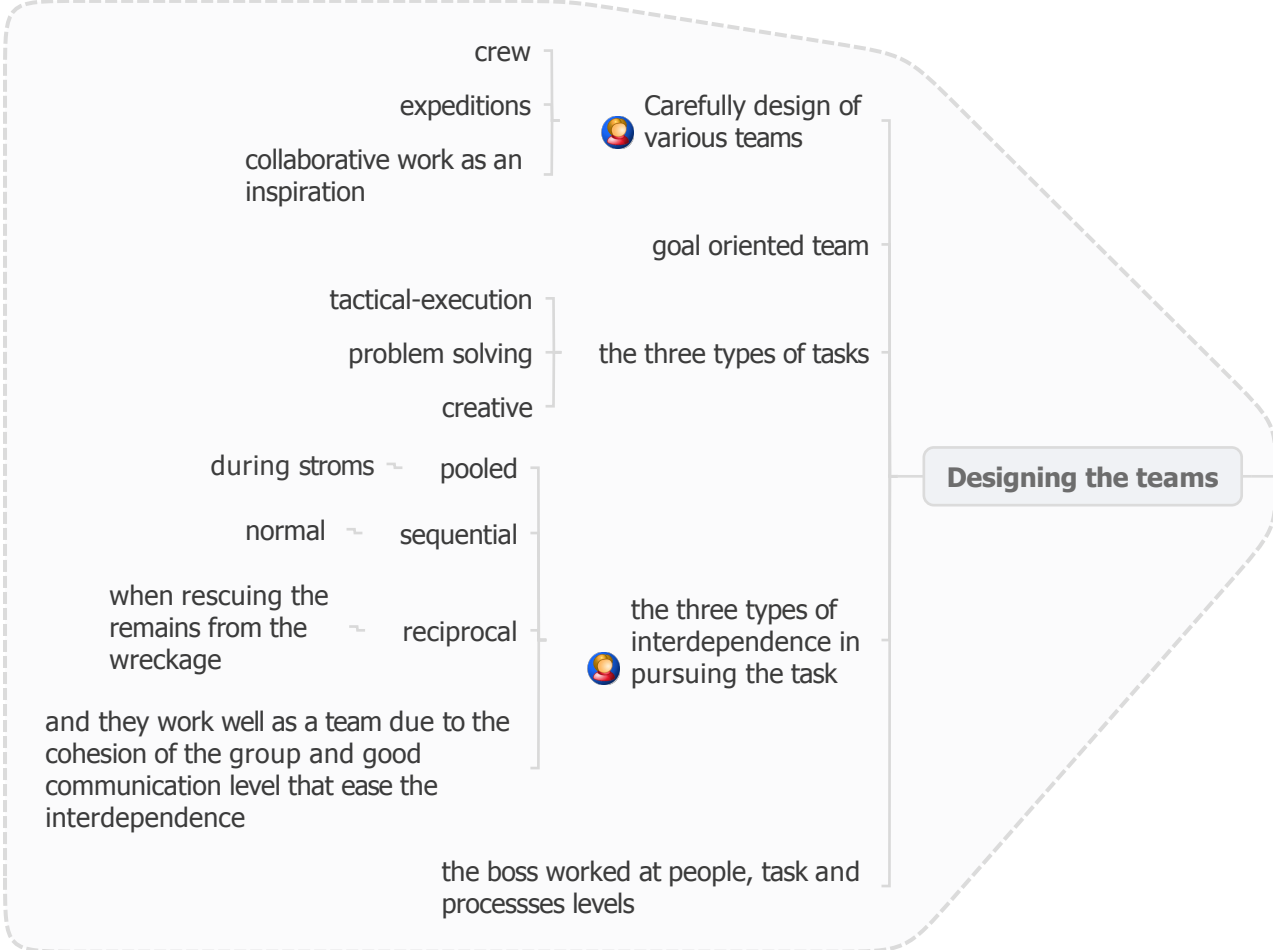
Designing the teams

Carefully design of various teams

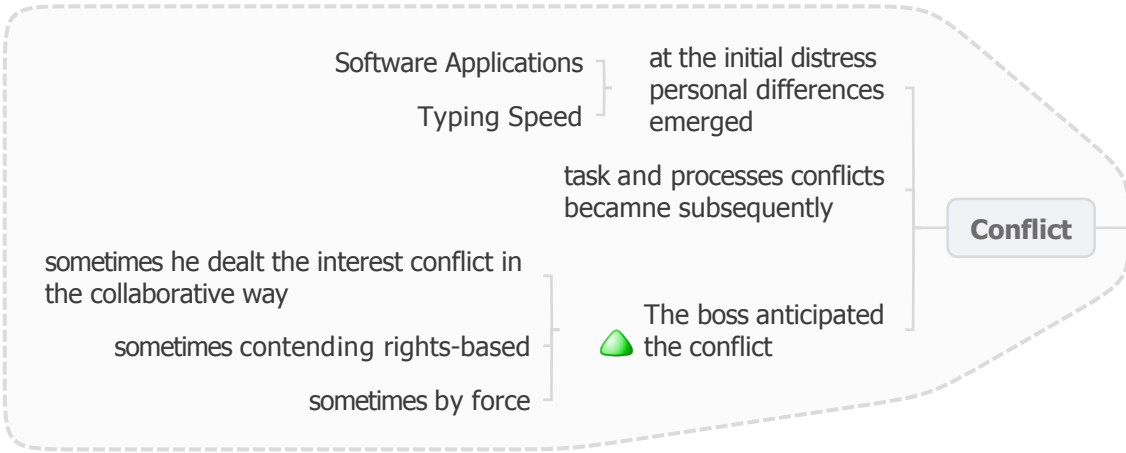
goal oriented team

the three types of tasks

the three types of interdependence in pursuing the task



Conflict



Synergy at excellent level

