well designed team is more important than a team with a good leader teams are gola directed entities Task: what work needs to be done? preplanning_ before performing the task online planning: during the task itself high performance orientation teams high learning define the goals is key orientation teams Thompson chapter 4. clarity tactical, the execute a plan Designing the team tasks trust problem solving types of tasks 3 autonomy creative managing internal pooled interdependence dynamics task interdependence among team members sequential interdependence reciprocal interdependence top mngt teams with higher interdependece perform better when cohesive and greater communication, with low interdependence hace better performances when communication and cohesion were lower who is ideally suited to do the work? technical or functional expertise people skills to look when forming a team task-management skills interpersonal skills how to work together? norms team structure processes behavioral integration Subtopic