

TEAMWORK WORKSHOP

ICOM5047

Design Project in Computer Engineering

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Reflection about groups

- ☐ Have you been a member of a team that got the job done (wrote the report, finished the project, completed the assignment) but that ended up with the members hating one another so intensely they never wanted to see each other again?
- ☐ What characteristics made the team fail?



Reflections about other types of groups

- ☐ Have you been a member of a team whose members really enjoyed one another's company and had a great time socially but in the end hadn't finished the project?
- ☐ What characteristics made the group fail or what were the reasons for failure taking into account that it was fun.



Reflections about effective teams

- ☐ Have you been a member of a team whose members really enjoyed one another's company and had a great time socially but this time finished the project?
- ☐ What characteristics made this team effective and successful?

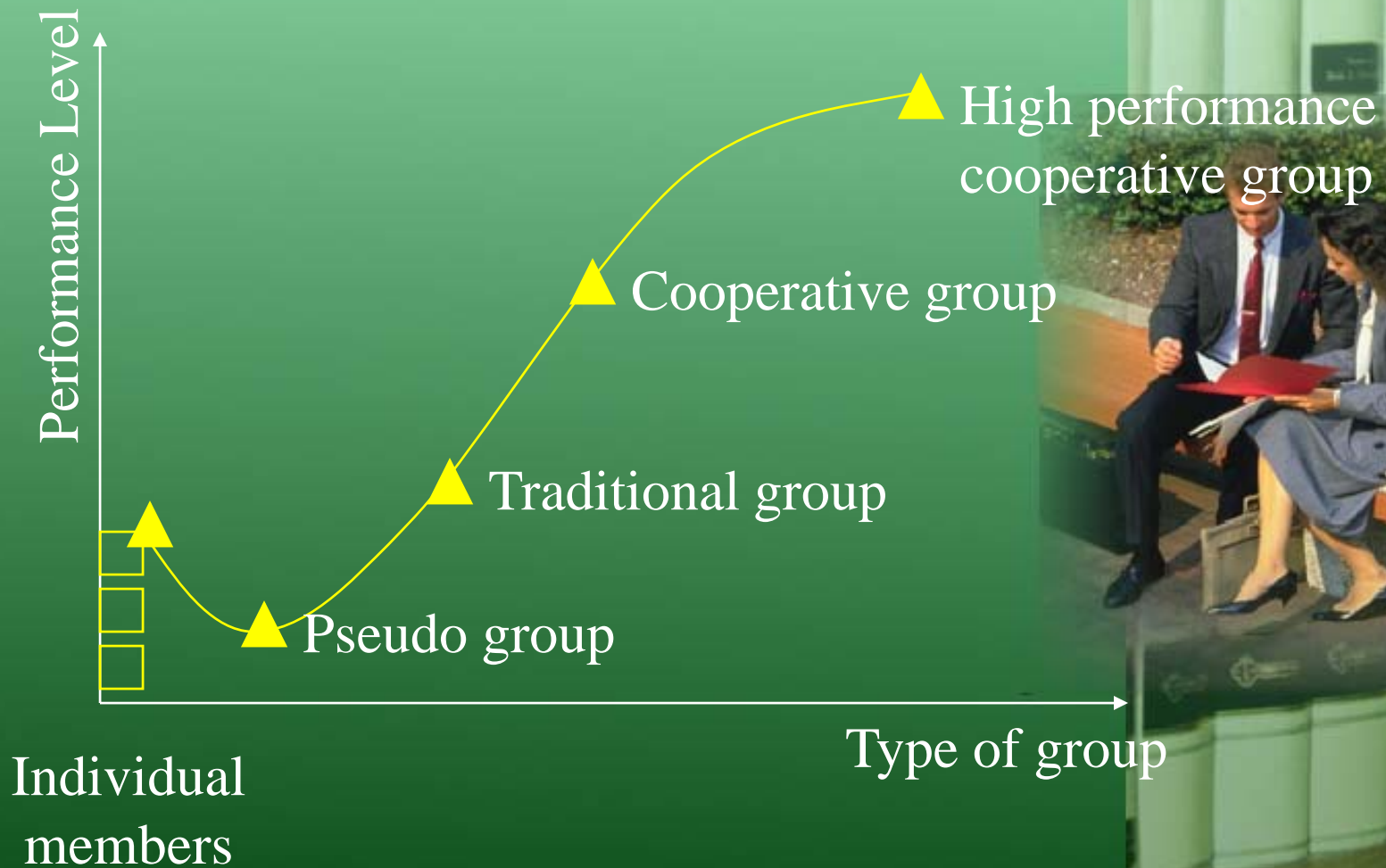


Teamwork dynamics

- ☐ Split into groups of five people
- ☐ You will not be allowed to speak
- ☐ You have a mission to climb a mountain and you have five minutes to:
 - ☐ To set your goal
 - ☐ List 10 tools, devices or equipment you deem necessary for your mission
 - ☐ List 10 obstacles you may face during your mission



Group Performance



Pseudo Learning Group

- ☐ Members are assigned to work together
- ☐ Members believe they will be ranked according to individual performance
- ☐ Members talk but they actually compete
- ☐ Probably would achieve more working independently; they actually disrupt each other work
- ☐ Members seek each other's information but do not teach what they have learned; there is not actual sharing



Cooperative Learning Groups

- ❑ Work is complex enough to require each other's cooperation
- ❑ Group's goal is maximize all member's learning
- ❑ Everyone is accountable
- ❑ Work face-to-face to produce joint work-products
- ❑ Members promote mutual success
- ❑ Analyze how effective they are achieving goals and how well they are working together



High Performance Cooperative Learning Groups

- ☐ Meets all criteria for being a cooperative group and outperforms reasonable expectations
- ☐ The difference is in level of commitment to each other and to the group
- ☐ Emotional binding
- ☐ Mutual concern for each other's personal growth
- ☐ Members actually have fun working with each other



Reflections about effective teams

- ☐ Started in a social activity
- ☐ Contributions from all members
- ☐ Motivation
- ☐ Like the work
- ☐ Go the extra mile
- ☐ Differ in opinions but manage the difference
- ☐ Trust
- ☐ Dynamism
- ☐ Know the members outside the work place



Reflection about effective teams

- ☐ Good participation
- ☐ Common goal
- ☐ Sense of purpose
- ☐ Leadership
- ☐ Members take responsibility
- ☐ Effective decision making
- ☐ Fun, liked to be there
- ☐ Careful listening
- ☐ Respect
- ☐ Good meeting facilitation
- ☐ Empowered members
- ☐ Constructively manage conflict



Four types of teams

Specialization of tasks

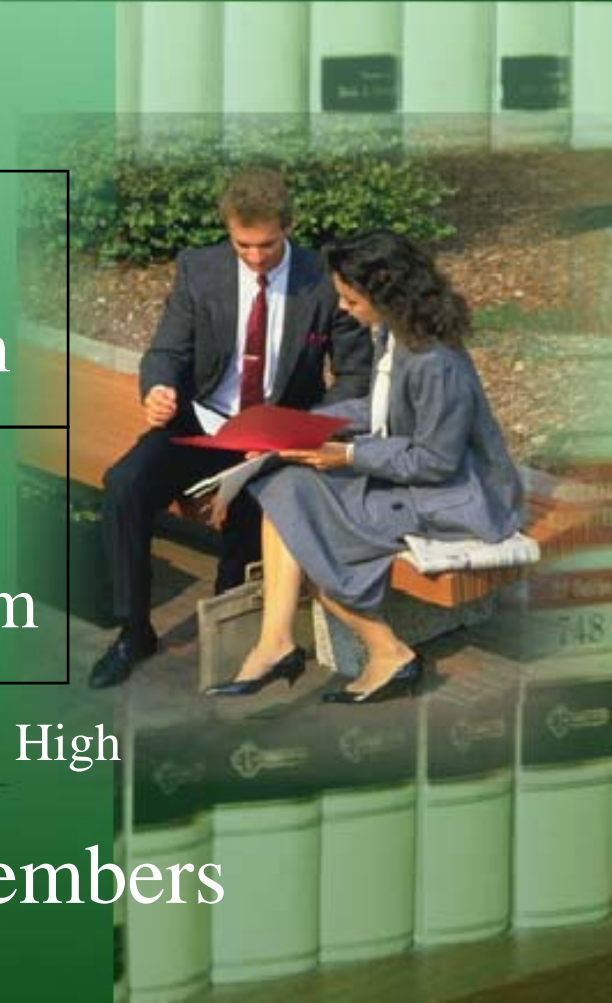
High

Type I Swim team	Type II Football team
Type III Bowling team	Type IV Volleyball team

Low

High

Coordination between team members



Goals and metrics (score keeping)

- ❑ Reasons for knowing and keeping score
 - ❑ Motivate individual performance
 - ❑ Basis for analyzing and making improvements to team
 - ❑ Help focus team members on a common purpose and work together



Final Teamwork dynamics

- ☐ Split in teams of four people
- ☐ Each team will get 20 cards
- ☐ You have three minutes to build the tallest building
- ☐ The team that builds the tallest and stable building wins



Final Reflection

□ How was the interaction in the team?

