

# *Flora* PARK

## Team building and Group Decision



Dr. Yao Zhao

Professor in Supply Chain Management

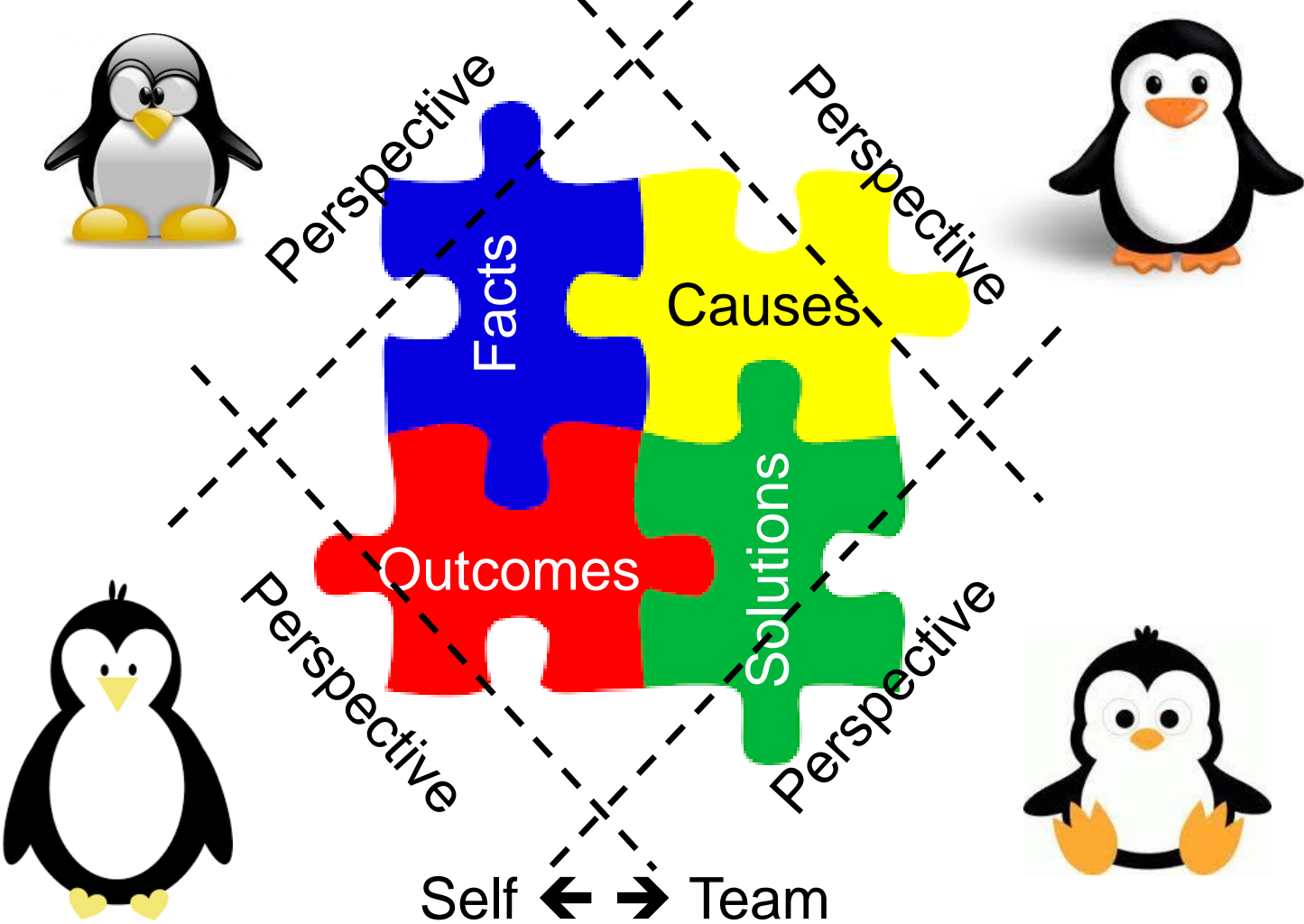
Rutgers Business School

Instructors are free to use and modify these slides. I would appreciate if you can acknowledge the contribution of the original author.

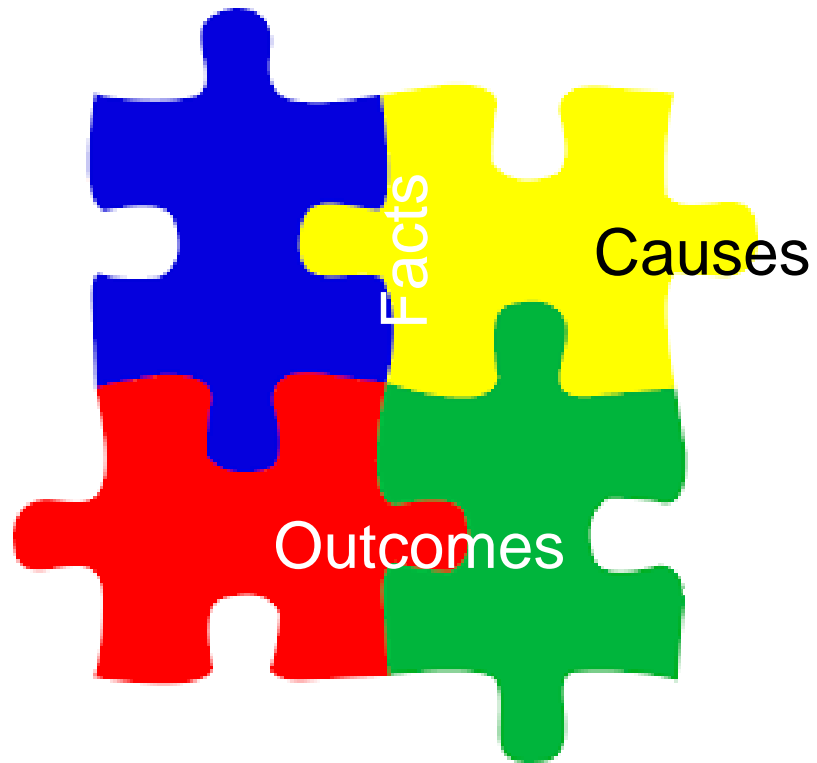
# Why Team?



# Diversity of Perspectives



# Group Decision



Group decision

- Individual skills, observation and interpretation
- Share perspectives, resolve difference, and reach consensus

# How Can I Contribute?

- Capabilities & skills – the professional function
  - Apply technical skills to solve a problem
- Processes & systems – the managerial function
  - Lead functional teams to complete a task
- Coordination & relationships – the leadership function
  - Bring people together for a common purpose
  - Or divide them for different purposes

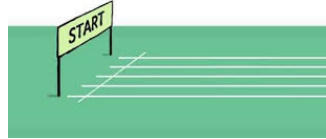
# Leaders May / May Not

- They may not
  - Free ride: take credits but push work to others
  - Sow discord: create problems among others and benefit from their tension (divide and conquer)
- They may ease the tension among team-mates and create a coherent team that shares the same objective.



# Types of Team

- Tracks



Distinct expertise, no team

- Baseball



Distinct role, not interchangeable

- Football



Less clear role, more interchangeable

- Basketball

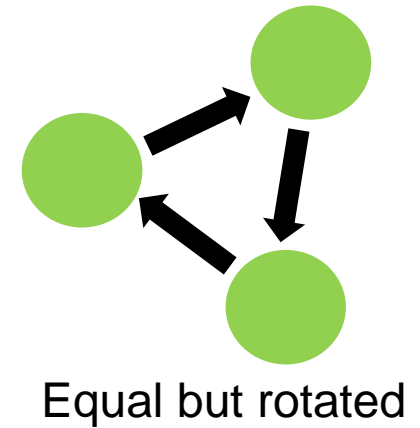
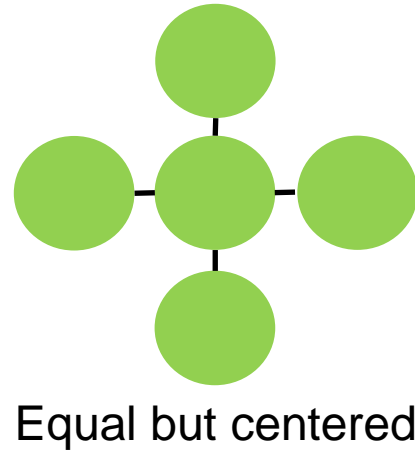
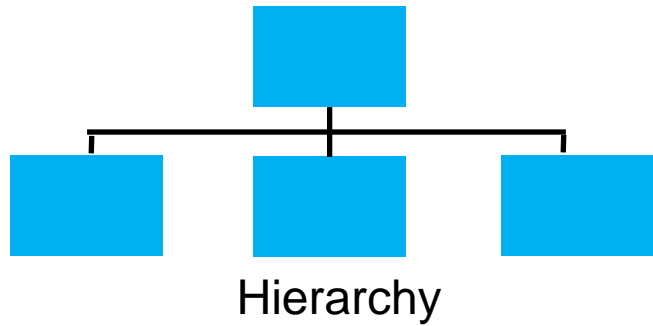


Anyone can be in any role, but work as a whole

- Soccer



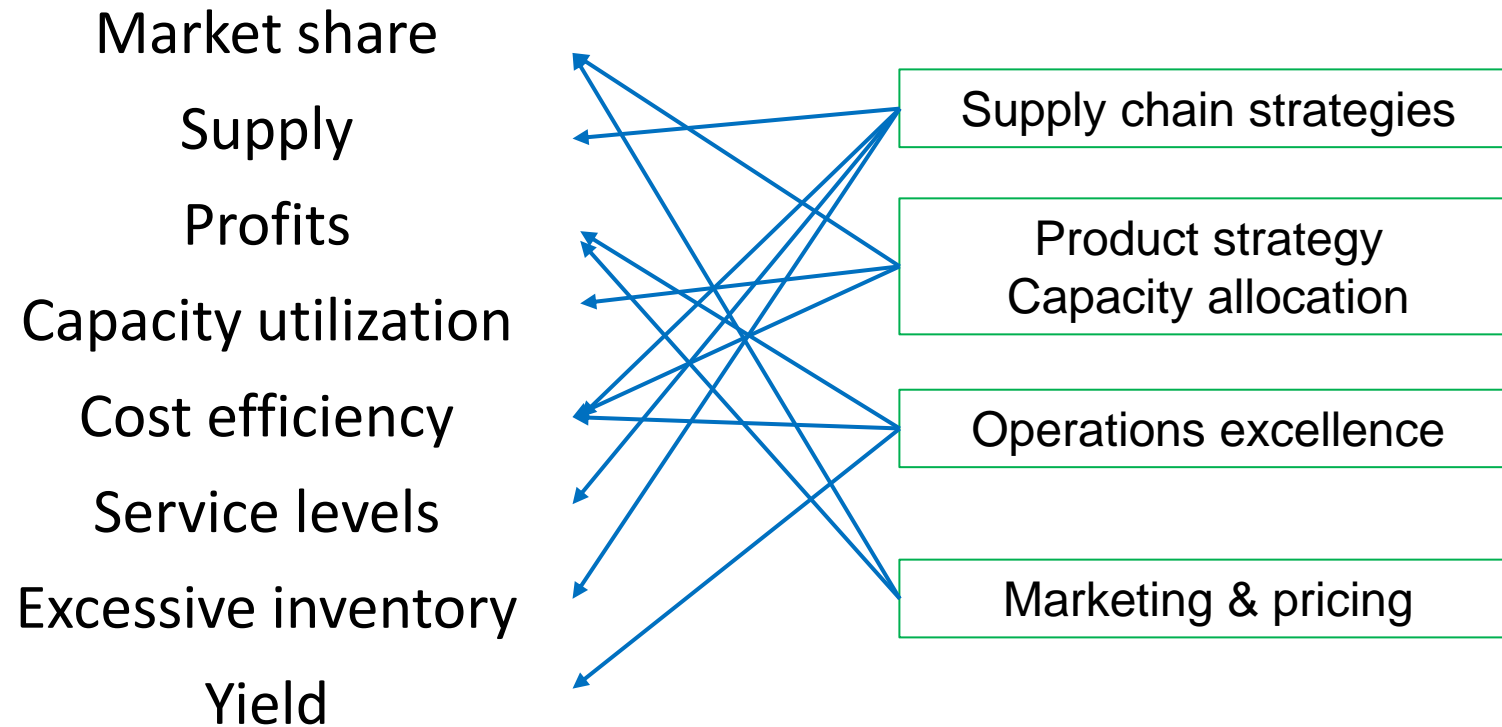
# Team Structure



- How do you work as a team?
- How do you make group decisions?



# Levers (Reminder)





*Flora* PARK