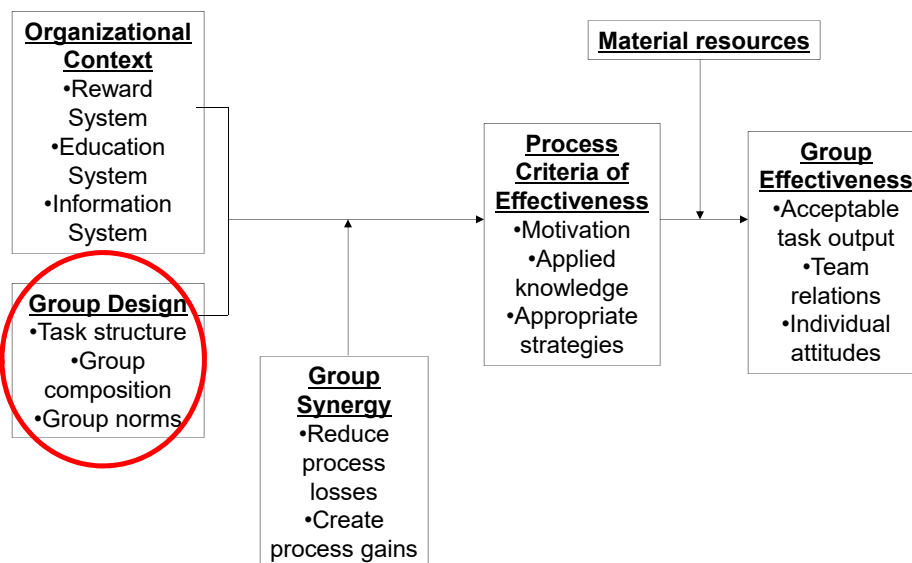


MGT 200: Organizational Behavior and Theory

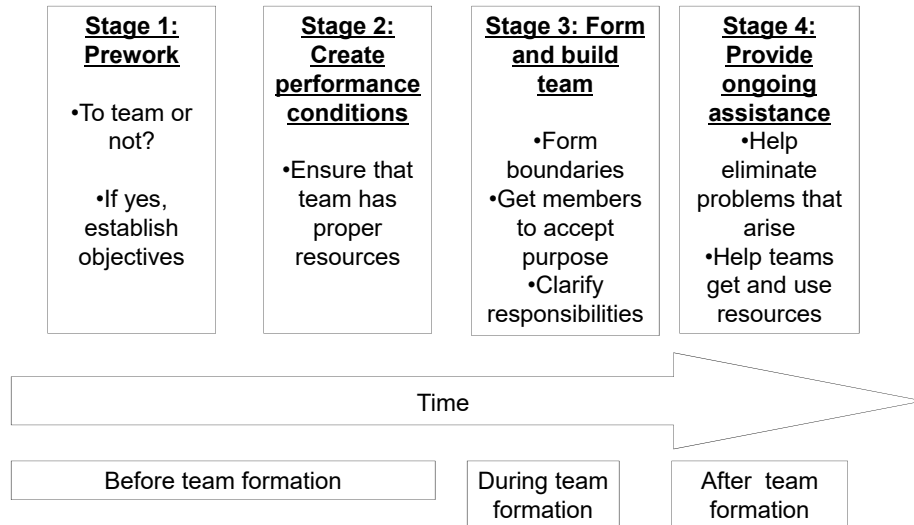
Building High Performing Teams: Group Design



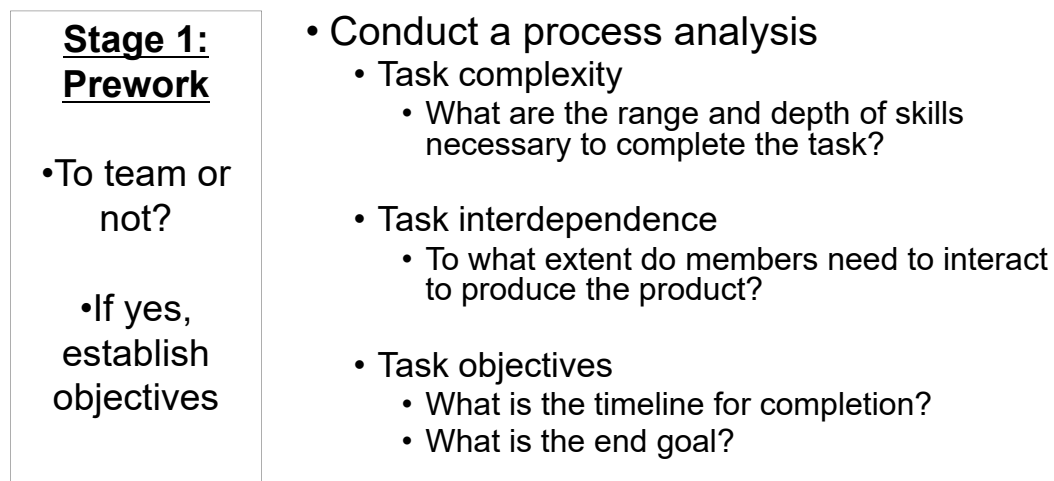
Model of Group Effectiveness



Group design



To be more effective at Stage 1



To be more effective at Stage 2

Stage 2: **Create** **performance** **conditions**

- Ensure that team has proper resources

- What resources are necessary?
 - Materials (tools, equipment, finances)
 - Education
 - Task or interpersonal training
 - Cirque provides task training as well as language classes
 - Information
 - Cirque Memory tracks and organizes artists and staff and their needs



To be more effective at Stage 3

Stage 3: Form **and build** **team**

- Form boundaries
- Get members to accept purpose
- Clarify responsibilities

- How do we select the right team members?
 - Size
 - What is the optimal number of people for the task?
 - Individual skills
 - What are the technical and interpersonal skills needed?
 - Diversity
 - To what extent do people need to come from different functional, education or work experiences?
 - Defining roles
 - What roles are needed?



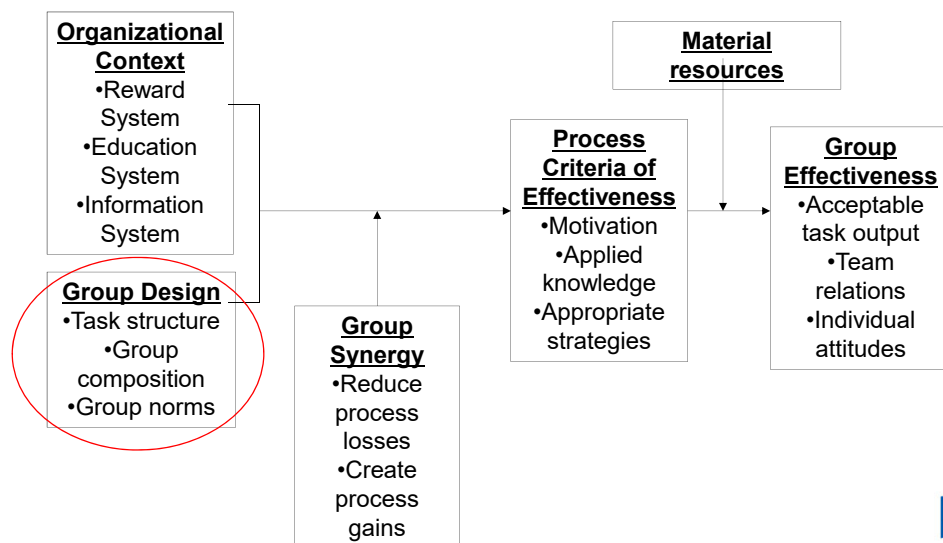
To be more effective at Stage 4

Stage 4: Provide ongoing assistance

- Help eliminate problems that arise
- Help teams get and use resources

- Continuous learning
 - How are we doing?
- Periodic evaluations of team effectiveness
 - Does the output meet expectations?
 - Does each member's experience contribute to his/her well-being and development?
 - What worked? What didn't?

Model of Group Effectiveness



Model of Group Effectiveness

