

# TEAM BUILDING

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Sponsored by the Center on Health, Aging and Disability, College of Applied Health Sciences

- **Applied Health Sciences**
  - Medical Imaging Research Laboratory
  
- **Beckman Institute for Advanced Science & Technolgoy**
  - Bioimaging Science and Technology Group
  - Integrated Imaging Group
    - Targeted Imaging Laboratory - 'Nanoparticles for imaging and drug delivery'
    - Oak Ridge National Laboratories
    - NIST
    - UT Knoxville
  
- **Information Trust Institute**
  - Trustworthy Health Technologies Initiative
  - Engineering Research Center Application 'Trustworthy Pervasive Health Technology'
    - UIUC – AHS, ECE, CS, MNTL, BI
    - UT El Paso
    - UMICH
    - U Rochester
    - UT Dallas
    - UC Davis
  
- **Coordinated Science Laboratory**
  - Center for Reliable and High-Performance Computing (CRHC) -
  - 'Real Time Combat Helmet Sensing for Identification of TBI'
    - ECE
  
- **Micro and Nano Technology Laboratory**
  - Biophotonics Group – 'Nanomedicine and Cancer Drug Lead Identification'
    - UIUC – ECE, MNTL, BI
    - University of Karachi, Pakistan

People in every workplace talk about  
building the team, working as a team, and  
my team

**BUT**

We need to know how to develop an  
effective team or create the experience of  
team work

“Belonging to a team, in the broadest sense,  
is a result of feeling part of something  
larger than yourself”

# BASICS

- You need to differentiate *teamwork* from the task of developing an effective intact *team* that is formed to accomplish a specific goal.

**SUCCESSFUL TEAM BUILDING**

# CLEAR EXPECTATIONS

Has the leadership clearly communicated its expectations for the team's performance and expected outcomes?

Do team members understand why the team was created?

Is the organization demonstrating constancy of purpose in supporting the team with resources of people, time and money?

# CONTEXT

Do team members understand why they are participating on the team?

Can team members define their team's importance to the accomplishment of unit's goals?

Does the team understand where its work fits in the total context of the organization's goals, principles, vision and values?

# COMMITMENT

Do team members want to participate on the team?

Do team members feel the team mission is important?

Are members committed to accomplishing the team mission and expected outcomes?

Do team members perceive their service as valuable to the organization and to their own careers?

Do team members anticipate recognition for their contributions?

Do team members expect their skills to grow and develop on the team?

Are team members excited and challenged by the team opportunity?

# STAGES OF TEAM DEVELOPMENT

1. **Forming:** a group of people come together to accomplish a shared purpose.
  2. **Storming:** Disagreement about mission, vision, and approaches combined with the fact that team members are getting to know each other can cause strained relationships and conflict.
  3. **Norming:** The team has consciously or unconsciously formed working relationships that are enabling progress on the team's objectives.
  4. **Performing:** Relationships, team processes, and the team's effectiveness in working on its objectives are synching to bring about a successfully functioning team.
  5. **Transforming:** The team is performing so well that members believe it is the most successful team they have experienced
- OR
6. **Ending:** The team has completed its mission or purpose and it is time for team members to pursue other goals or projects.

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