



PARTICIPANT WORKBOOK

Team Science

Workbook: Team Design



getflowtrained.com/playbook/team-design/

Team Design

Teams provide the benefit of having a diverse set of knowledge, skills, and experiences (KSA) to pull from.

Teams are more efficient when members are diverse, heterogeneous.

Teams transition through various processes during different stages of their tenure; some of these include planning, execution, and reflection.



Teams are needed when tasks require more resources than any one person can provide.

Team composition will vary depending on the type of task and type of team.

The lines of communication increase exponentially as the size of the team increases.

Teams must be composed of the least number of members required to complete the team's tasks.

In the following exercise, you will be guided by some essential questions when composing a team. These questions are designed to begin the process. Team design is a continuous process and should be monitored on a regular basis, especially when existing team members exit, and new team members join the team.

TEAM DESIGN	
What type of tasks will be required?	
What knowledge, skills, and experiences will be needed for team members to complete the tasks?	
Do the team members have the requisite skills to complete the task (taskwork)?	

TEAM DESIGN (CONT.)

Do the team members have the interpersonal skills (training) to manage team member interactions (teamwork)?

What is the minimum number of team members required to complete the task?

Are the team members composite KSA adequate to complete the team's tasks? The KSA of all team members and not of one or two members is required.

Is the makeup of the team members diverse? Explain how.

What size is the make-up of the team? Explain why this size works.

Given the size of the team, how many pathways are required for team members to communicate? Is this acceptable or too high?

Provide a map or mental map of the team highlighting each team member's KSA. Although the KSA should have some overlap, they should not be duplicated. You are looking for a diverse team with the requisite KSA to complete the team's tasks.

Connect the Three Helixes:

Flow can only be achieved when the three helixes are interconnected. To identify how this could occur, the next exercise requires the reader to identify examples of different methods from each of the other two helixes (complexity thinking, distributed leadership) that will support team design. Knowledge of all three helixes will be required to make these connections.



CONNECT THE HELIXES	
Select a scenario or problem that would benefit from team design.	
Identify three methods from complexity thinking that could work with team design. Give a brief description about how they complement one another.	
CT Method 1:	
CT Method 2:	

CONNECT THE HELIXES	
CT Method 3:	
Identify three methods from the distributed leadership helix that could work with or support team design. Give a brief description about how they complement one another.	
DL Method 1:	
DL Method 2:	
DL Method 3:	
Provide a description explaining which methods from each of the three helixes (with team design being the TS method) work best for the scenario/problem identified earlier.	