

Executing Process Group Artifacts

9.3 Develop Project Team

9.3.2 Team Building (Tools and Techniques)

PMGT 690, ERAU, Prof. Sherman

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9.3.2 Team Building (Tools and Techniques): This artifact was taken from a group exercise from PMGT 611. It was specifically designed to provide different inputs and provide team building inputs. This technique is used for the Develop Project teams process.

Team Building

1. As a team, identify and discuss the PMI's position related to the purpose and intent of team building.

According to the PMBOK, an output of team development can be assessed in performance (PMI, 2013). The performance of a successful team is measured in terms of technical success according to agreed-upon project objectives. Indicators may include: improvement in skills, competencies, reduce turn-over rate, increased cohesiveness.

4. Team shared vision:

A vision involves the less tangible aspects of project performance. It refers to an image a project team holds in common about how the project will look upon completion and how they will work together (Larson and Gray, 2014).

Matt: I think with any team, what is paramount is communication. Especially within a virtual team atmosphere, where face to face is limited or non-existent. Communication with team mates is vital. With this particular project, everyone needs to be on board with the objectives at hand with implementing this new IT system. We all have our areas that we are responsible for, but all of us need to have our eyes on the big picture.

5. Ground Rules:

Matt: We need to establish a PM. Identify who will be the point man for communicating on behalf of Group 4 and whom will submit our deliverables to the instructor. Also,

everyone needs to check in at least once a week. This can be done via email or video conference (Skype). I suggested that we have a kick off meeting, but did not go over very well. The meetings will only be for an hour and we will discuss our current work packages, where we need help and what needs to be addressed for our group as a whole. We will summarize and address what we need to do the following week. Also we need to plan, track and manage decision process.

6. Identify and discuss three teambuilding activities to use with your team.

Matt: We are somewhat limited in teambuilding activities, however we can use our emails and group discussions. I like to have icebreakers and or kick off meetings. It establishes a rapport and puts a name to a face. It also holds people more accountable. There are also chain emails where one person will draw a picture, or start telling a story with limited information. They then have to forward on to the next person explaining the situation and so on.

7. Use three team building activities with your team. Summarize, which ones were selected, how was each activity implemented in your course project team?