

Project Management Crosstalk Deliverable for WBS 8

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Contents

Contents.....	2
PM Crosstalk- Group Think	3
Bibliography	4

PM Crosstalk- Group Think

(Larson & Gray, 2011)

Assignment:

Teams are often credited with making better decisions than individuals, yet they are also criticized for group-think. Identify and describe any team you have been a member of, or know about, that has faced the phenomenon of group-think. What are some strategies for creating effective teams that are not victims of the group-think phenomenon?

Response:

Group Think is an interesting phenomenon as it can lead the entire team dynamic. The current team I'm involved with seems to exhibit some level of group think. We are very dynamic and have a large area of responsibility for multiple high level programs. In some cases we make decisions that are very similar and sometimes when a member recommends a certain strategy we tend to agree and go with that initially recommended strategy. However, I believe we keep an open enough relationship that each individual is encouraged to express individuality and analyze situations in their own way. Allowing open ideas, new perspectives and a certain level of conflict is essential to combat group think. Allowing these strategies will not only prevent certain stages of group think it will also allow the team to be more efficient and effective. In all these processes will create a team that is able to overcome many obstacles.

Bibliography

Larson, E. W., & Gray, C. F. (2011). *Project management: The managerial process*. New York, NY: McGraw-Hill/Irwin.