

TEAM LEADERSHIP

HISTORY

1920s-1930s- focus on collaborative efforts at work as opposed to individual effort
1940s- focus on group dynamics and development of social science theory
1950s- focus moved to sensitivity training groups and the role of leadership in these roles
1960s-1970s- focus on developing team and leadership effectiveness through interventions in ongoing teams
1980s- focus on quality teams, benchmarking and continuous improvement
1990s- focus on organizational strategies for maintaining a competitive advantage
2000s- focus on more team variables, and no longer focusing exclusively on the outcome of team performance
Current research is investigating the role of affective, behavioral, and cognitive processes in team success and viability

PRACTICAL USES

- **Cohort 10 Showcase** - each team member is in different committees and had a job assigned.
- **Broadway Musicals**

STRENGTHS

- Increase engagement
- Increase leadership skills
- Happier workers
- Develop Trust within the Team
- Develop better relationships
- Reduce (work) differences at the workplace
- Improve conflict resolution
- Accountability
- Increase productivity

WEAKNESSES

- constantly developing
- various amounts of thoughts, balancing, consideration, and skills
- the model may only propose the skills needed to work out team based problems.
- Leader may not possess other essential team based skills (i.e. conflict resolution)
- decision making process can take longer
- Potential power struggle between leaders
- It can become confusing at times (too many opinions, points of view etc)