

# Nugget Team Work

by *Gerrit Muller* USN-SE

e-mail: `gaudisite@gmail.com`

`www.gaudisite.nl`

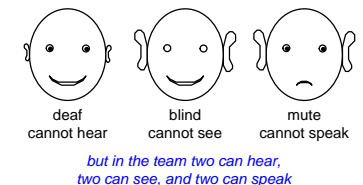
## Abstract

The creation of products requires many different people to cooperate. The work is often organized in teams. The team members have complimentary skills and knowledge. In many management courses the need to design teams is emphasized. Unfortunately, often these recommendations are ignored. We re-iterate in this paper the rationale for teams and the recommendations for designing the team itself.

### Distribution

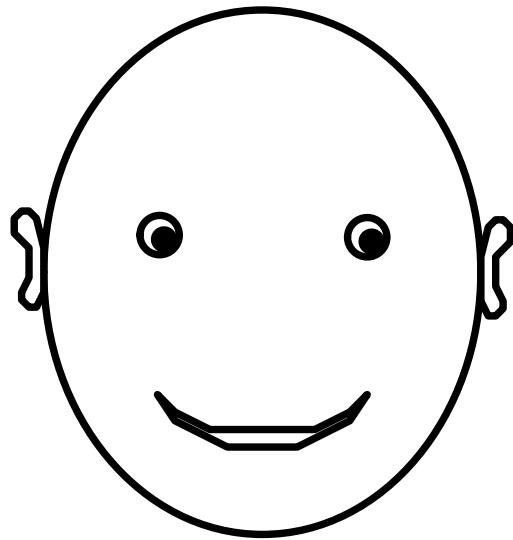
This article or presentation is written as part of the Gaudí project. The Gaudí project philosophy is to improve by obtaining frequent feedback. Frequent feedback is pursued by an open creation process. This document is published as intermediate or nearly mature version to get feedback. Further distribution is allowed as long as the document remains complete and unchanged.

April 10, 2021  
status: concept  
version: 0



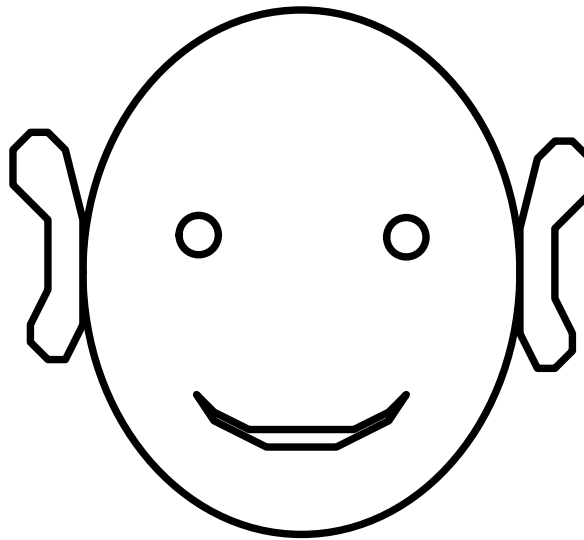
# Teams consist of complementary people

---



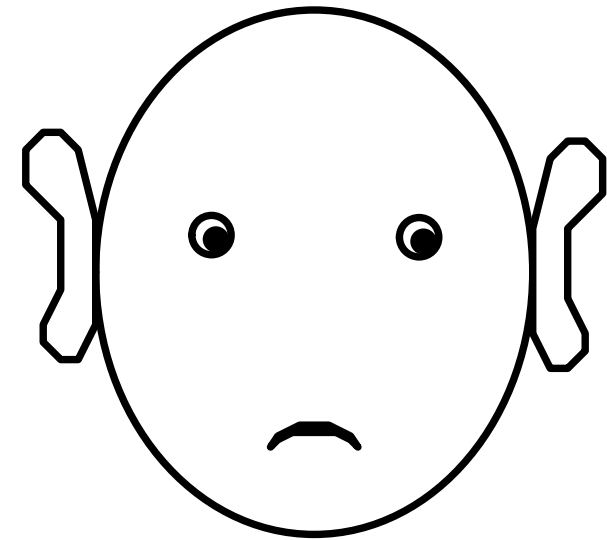
deaf

cannot hear



blind

cannot see

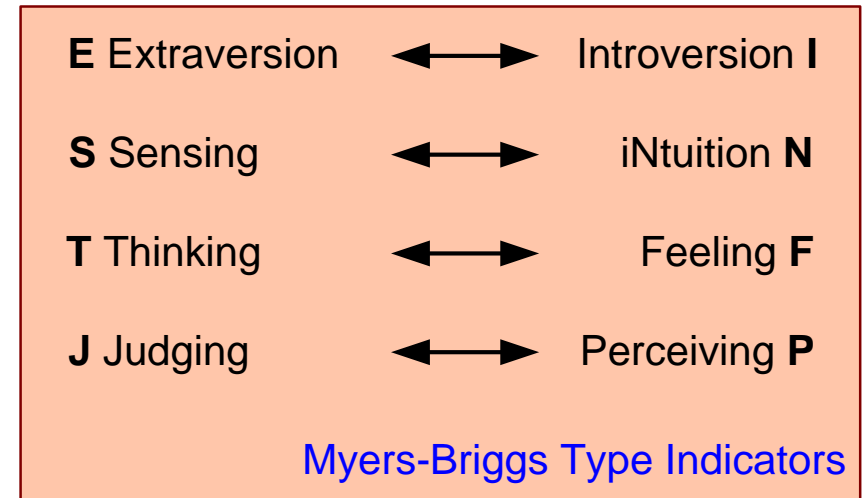
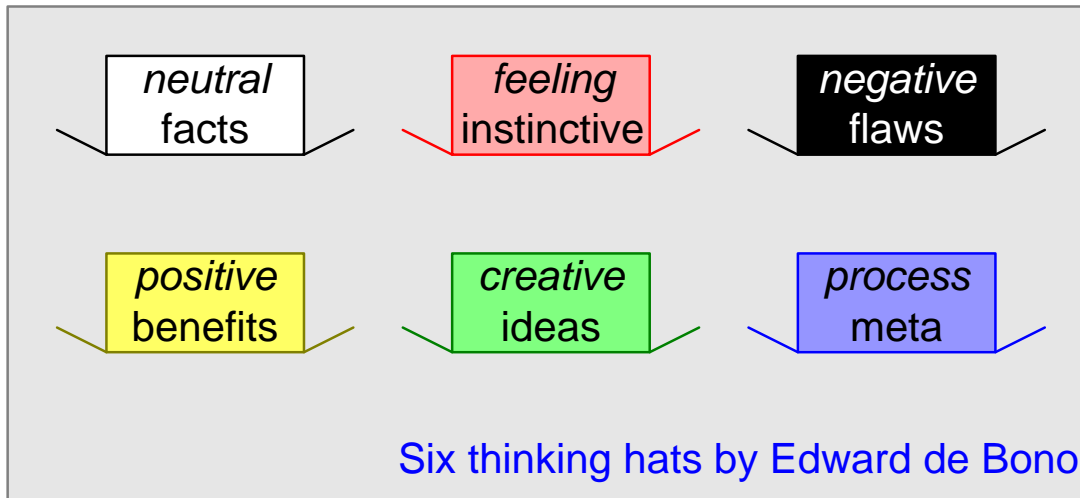


mute

cannot speak

*but in the team two can hear,  
two can see, and two can speak*

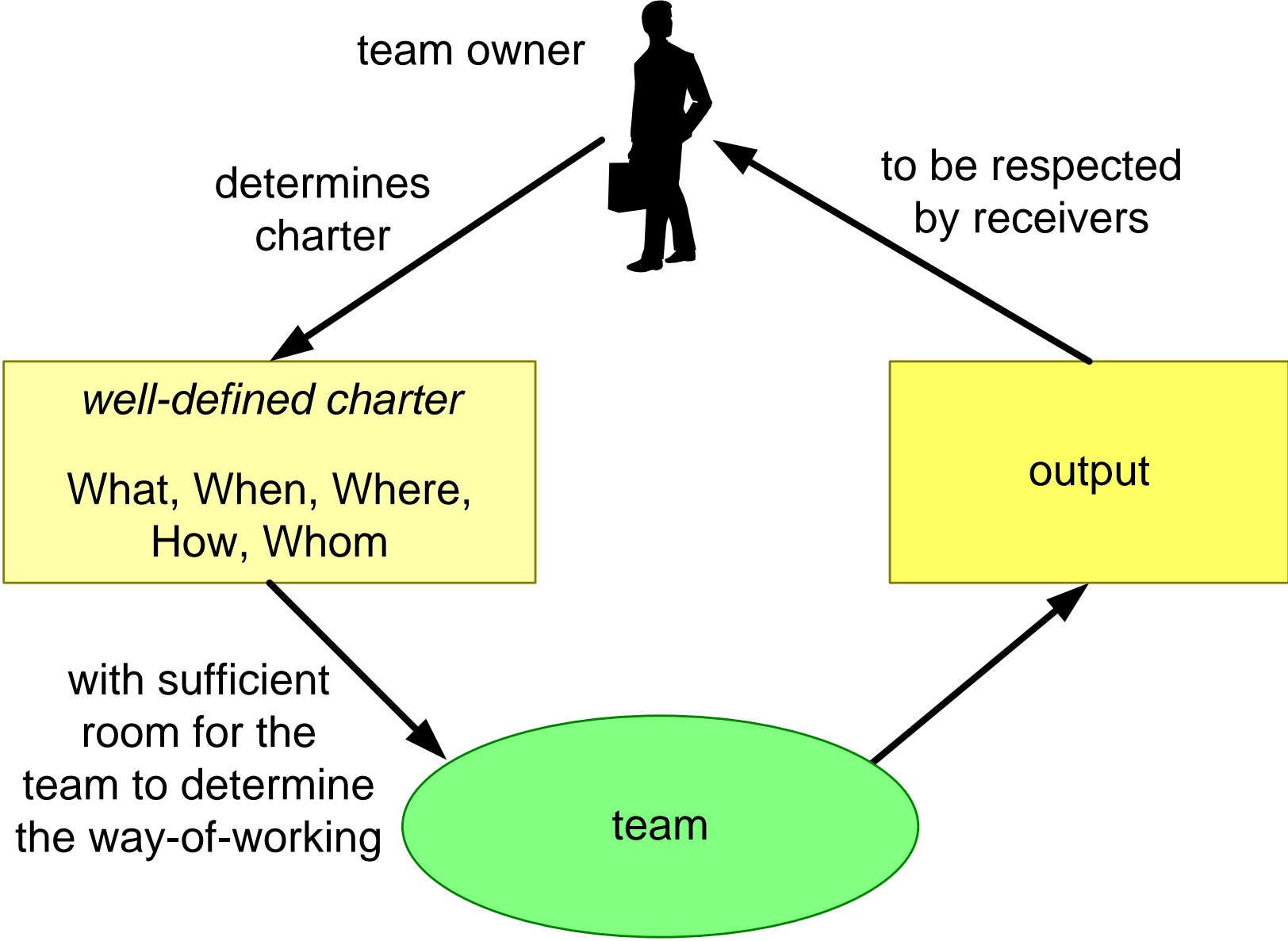
# Many personality and role models are available



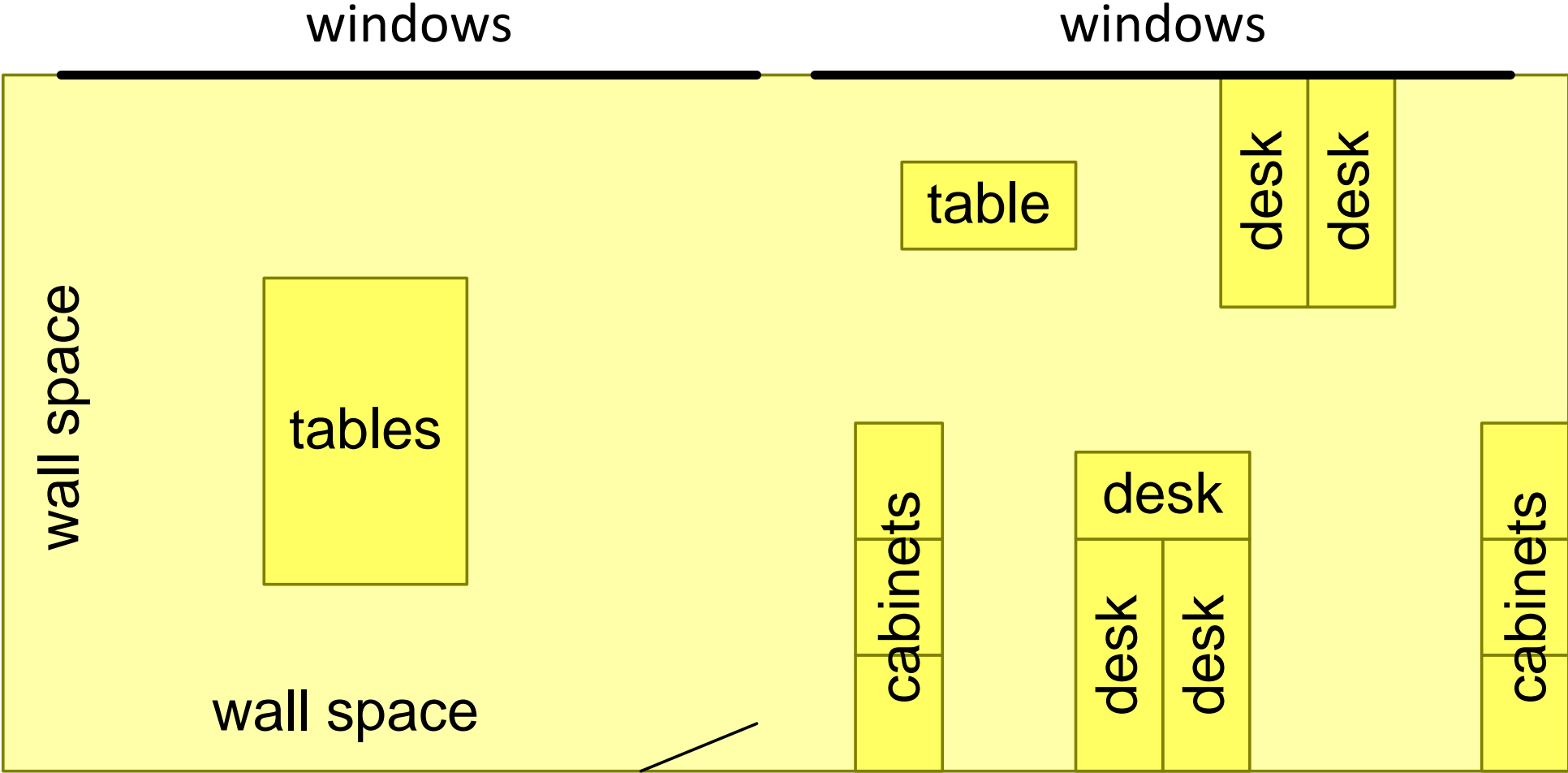
<i>plant</i> creative	<i>team worker</i> co-operative, averts friction	<i>implementer</i> disciplined, conservative, do-er
<i>resource investigator</i> enthusiatic communicator	<i>shaper</i> driver, dynamic	<i>completer finisher</i> conscientious, painstaking
<i>co-ordinator</i> mature, chairman	<i>monitor evaluator</i> sober, analytical	<i>specialist</i> single-minded, rare skills

Belbin's team roles

# Process of creating and using a team



# “War Room” is very effective



# Critical Success Factors for teams

---

well defined charter

clear owner of the result

respect for the output of the team

freedom of way-of-working

housing and location

availability of team members

complementary roles

diversity, pluriformity