

The Wisdom Of Teams Creating The Highperformance Organization

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The wisdom of teams : creating the high-performance ...

Teams that make or do things These teams include people at or near the front lines who are responsible for doing the basic research, development, operations, marketing, sales, service, and other value-adding activities of the business. With some exceptions like new product development or process design teams, such teams tend to have no set completion dates.

The Wisdom of Teams: Creating the High-Performance ...

In the project and programme environment, that means it doesn't matter whether the context is simple or complex, highly agile or

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more predictive, the same principles still apply. Katzenbach, J. R. and Smith, D.K. (1993), *The Wisdom of Teams: Creating the High-performance Organisation*, Harvard Business School, Boston.

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THE WISDOM OF TEAMS is a guidebook to creating a high-performance organization built around high-performance teams. Teams must have the right blend of complementary skills, including technical or functional expertise, problem-solving and decision making skills, and interpersonal skills.

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The Wisdom of Teams: Creating the High-performance Organization. Teams are the key to improving performance in all kinds of organizations. Yet today's business leaders consistently overlook opportunities to exploit their potential, confusing teams with teamwork, empowerment, or participative management.

The Wisdom of Teams

THE WISDOM OF TEAMS ESTABLISH WORKING AGREEMENTS ASAP (TEAM NORMS) Guidelines developed by the team as to how they must work together to create a positive, productive process Working agreements describe positive behaviours that often are not automatically demonstrated in team process Working agreements should be: limited in number important to the team fully supported by each member reminded to members when they are broken Working agreements should be posted on a board for easy reference ...

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The Wisdom of Teams: Creating the High-Performance ...

Wisdom lies in recognizing a team's unique potential to deliver results and in understanding its many benefits--development of individual members, team accomplishments, and stronger companywide performance. Katzenbach and Smith's comprehensive classic is the essential guide to unlocking the potential of teams in your organization.

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