





# **Module I – Team Work Management**

Topic 4: Team Models & Types



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Topic 1: Team Building & Group Dynamics

Session 4: Team Models & Types





# “ Introduction

Teams are the principal building blocks of the strategy of successful organizations. The focus of your organization may be on service, quality, cost, value, speed, efficiency, performance, or any other similar goals, but teams remain the central methodology of most organizations in the private, non-profit, as well as government sectors.





# Outline

- I- Team Models
- II- Types of Teams





**N.B.** Individuals have different interests, however, they need to get aligned for the same organizational goals.





# I- Models



# 1- The Traditional Model

- Leadership is predetermined by the hierarchical structure
- The team is often inherited by its leader
- Relatively stable over time







# The Strengths

- The structure promotes in-depth competence
- Freedom for team members to specialize in their areas of expertise
- Change is relatively and comparably slower





# The Challenges

- Promotions tend to be based on technical competence
- Traditional work teams are part of complex integrated structure
- Few members of the team have 'the big picture'





## 2- The Team Spirit Model

- Team members work for one boss
- They enjoy somehow a sense of satisfaction
- There is no sharing of authority or responsibility





# The Strengths

- Members take initiative and work actively
- They have the drive to find market solutions
- They are ready to volunteer take on additional tasks





# The Challenges

- Weak Communication
- Negative Competition
- Lack of Trust







### 3- The Cutting Edge Model

- Members succeed to manage themselves
- Authority is balanced and distributed
- Shared decision-making





## 4- The Task Force Model

- Members come together for a specific time only
- Work is on project-basis
- They mainly function more as a committee





## 5- The Cyber Team Model

- Members rarely meet, or not at all
- Their work is mainly virtual
- Most of their interaction is online





# I- Types





# 1- Permanent

- Members perform on a permanent basis and are not dissolved once the task is accomplished







## 2- Temporary

- Teams lose their importance once the task is accomplished





### 3- Task Force

- Teams are formed for a special purpose





## 4- Committee

- Team work on a particular assignment either permanently or on a temporary basis





## 5- Work Force

- Team members work together under an expert guidance



Thank you