

Working in Teams, Unit 4b

Individual Roles and Team Mission

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Decision Making in Teams



Strengths and Limitations Relating to Team Decision Making

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Common Roles and Responsibilities

Present your position as clearly and logically.

Do not assume a win/lose attitude when you come to a stalemate.

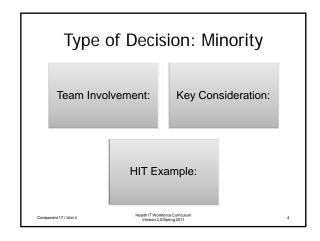
Be aware when agreement seems to come too quickly and easily.

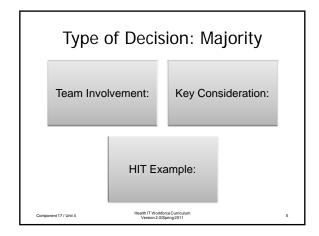
Avoid voting, averaging, and bargaining.

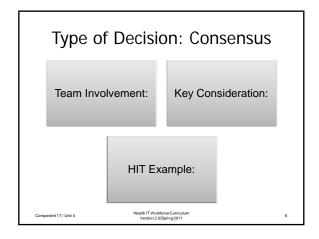
Seek out differences of opinion and try to involve everyone in the decision process

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Type of Decision: Concordant	
Team Involvement: Key Consideration:	
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HIT Example:	
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Exportations to Support	
Expectations to Support the Action Plan	
Essential elements of team cooperation in problem solving include the following:	

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problem.

Situational Leadership

Each individual should understand the total problem.

Each individual should understand how he or she can contribute toward solving the problem.

Each individual should be aware of the potential contributions of other

individuals.

There is a need to recognize the problems of other individuals in order to aid them in making their maximum contribution.

Teams that pay attention to their own problem-solving processes are likely to be more effective than teams that do not understand the total

In HIT teams, there will be a leader or coordinator of the team.

As with any leader, there will be various leadership styles to lead the team.

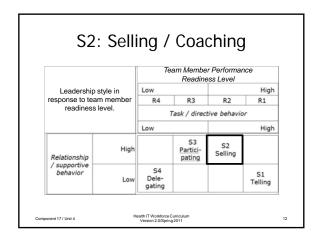
This section of the unit will focus on situational leadership.

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Assumptions of Leadership Styles Leaders should adapt their style to team member performance readiness. There are four leadership styles (S1 to S4) that match the performance readiness levels (R1 to R4) of the team members. The four styles suggest that leaders should put greater or less focus on the leak in question and/or the relationship between the leader and the team members, depending on the performance readiness of the team members. Component 17/ Unit 4 Health IT Workforce Curindum Version 2.0 Spring 2011

S1: Telling / Directing Team Member Performance Leadership style in response to team member readiness level. Low High R2 R3 Task / directive behavior High S3 Partici-pating S2 Selling High Relationship / supportive behavior S4 Dele-gating S1 Telling Health IT Workforce Curriculum Version 2.0/Spring 2011



S3: Selling / Participating Team Member Performance Readiness Level Leadership style in response to team member R4 R3 R2 R1 readiness level. Task / directive behavior Low High S3 Partici-pating S2 High Relationship / supportive behavior S4 Dele-gating Low Health IT Workforce Curriculum Version 2.0/Spring 2011

S4: Delegating / Observing Team Member Performance Readiness Level Leadership style in response to team member readiness level. Leadership style in response to team member readiness level. Task / directive behavior Low High S3 R2 R1 Task / directive behavior Low High S3 S2 Participating Selling Selling S4 Delegating S1 Telling Component 17 / Unit 4

Activity – Scenario I Describe the type of leadership in the following HIT scenarios: Scenario I: Children's hospital

Activity - Scenario II

Scenario II: Rosewood health clinic.



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Summary

- Team process and decision making are important for teams to be effective and productive.
- There are many models and approaches to team decision making as you learned.
- The issue or concern confronting the team in addition to the leadership, should determine what decision model is used.

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References

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