

# Composition & Nature of Teams

Teams are people interacting...

'...adaptively, independently, and dynamically towards a common and valued goal' (Salas et al., 2003).



## Composition & Nature of Teams

### Co-location

- Same physical location
- Synchronous
- With increasing globalisation, co-location becomes more difficult.



# Composition & Nature of Teams

### **Virtual Teams**

- · Operate in different physical spaces
- Email, fax, phone
- · Electronic whiteboards
- Multi-user 3D virtual Worlds



# Composition & Nature of Teams

### Comparison

- '...first and foremost teams' (Lurey and Raisinghani, 2001)
- Synchronicity
- Global Virtual Teams



# Composition & Nature of Teams

### Advantages

- Increase in team knowledge and experience.
- Shorter production lifecycle.

#### Challenges

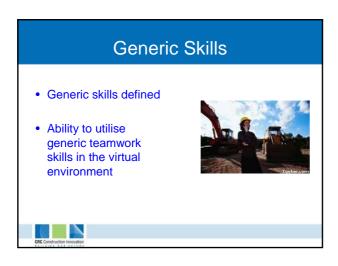
- Contextual cues and body language.
- Lack of leadership hierarchy.
- Team at the mercy of technology.
- Training

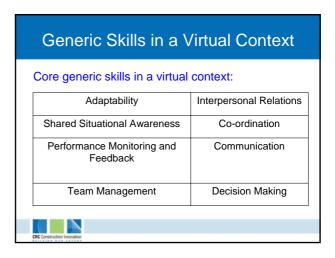


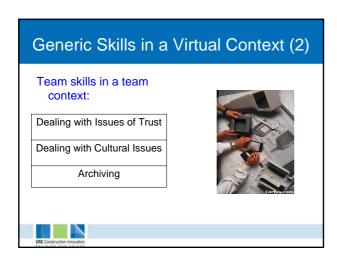
### Question?

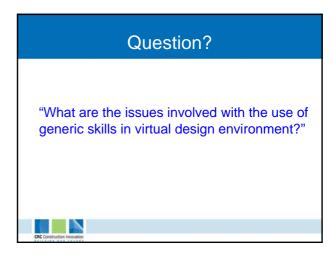
"What are the generic skills necessary for co-located teamwork, and how are these skills managed in a virtual working environment?"



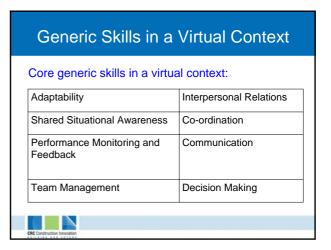








Design Team Activity		
Design Process	Design Activities	Construction Process Protocols
Planning	Orientating	Demonstrating the need
-	Subdividing the problem	Conception of need
-	Establishing roles	Outline feasibility
Analysis	Information seeking	Substantive feasibility study and outline financial authority
-	Information sharing	Outline conceptual design
Evaluation	Monitoring	Full conceptual design
Decision	Negotiating/ understanding	Coordinate design, procurement, and full financial authority
-	Designing	Production information
Control	Building	Construction
	Evaluating	Operation and maintenance
CRC Construction Innovation		



## Conclusion

- Challenge is to incorporate aspects of colocation into virtual work i.e. non-verbal communication
- Caution should be used when attempting to generalise generic skills profiles across disciplines
- Skills mapping and measurement are vital next stage objectives.



# Summary

- How do co-located teams differ from virtual teams?
- How are generic skills necessary for co-located teamwork managed in a virtual working environment?
- What are the issues involved with the use of generic skills in virtual design environment?

