



The Project Team



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The Project Team

Project Team:

A set of individuals who support the Project Manager in performing the work of the Project to achieve its objectives.
(PMI, 2013)

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Who do we need on the Team?



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“The best” may not be the best

Expertise is good

Success is mandatory



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Team composition depends on key Project issues!

NOT Time, Cost, Quality!

Few, but crucial items

Vital for success

Recruit to address these vital bottlenecks!

Teams are MADE



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Problems in Teambuilding:

Who chooses?

Authority of PM?

Strategic Alignment?

Agenda/Ego



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Synergy:

Positive: $1+1+1+1+1 = 10$ or

Negative: $1+1+1+1+1 = -2$



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How to succeed in teambuilding?

Relationship Management
Charismatic Leadership

Most essential skills: Communication and high EQ



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Snapshot from practice

Shackleton's Antarctic Expedition

Shackleton displayed Leadership in the most extreme circumstances and it affected his team.

Leadership is contagious!



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Teambuilding

1. Create a common purpose where all members are willing to work towards a common goal.
2. Identify and utilise talent and leadership.
3. Balance roles to create team cohesion.
4. Prioritise problem solving over personal issues.
5. Different opinions are used to achieve the best outcome.
6. Encouragement to seize opportunities. Learn from failure.
7. Setting and exceeding high standards.
8. Team identification. Team is source of success.

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How?

Keeping a positive spirit and work environment

“Manage the Mood“ (Happyness is Key)

Engagement sessions (Sharing experience and success)

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“Make” Success

Teams go through different Phases

Forming, Storming, Norming, Performing and Adjourning

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Teambuilding – Characteristics of High-Performance Teams

- Team size < 10
- Membership is voluntary
- Full time, continuous
- Trust and cooperation embedded in organisational culture
- Members report only to PM
- All relevant functional areas are represented
- Compelling objectives
- Colocation of members

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Teambuilding – Recruiting

Several factors to consider:

- Importance of Project
- Organisational Structure
- Team Dynamics

Best members are there on their own initiative, volunteers.



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Teambuilding – Recruiting

Who to recruit? A profile:

- Problem-solving ability
- Availability
- Technological expertise
- Credibility
- Connections
- Ambition, initiative, energy



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Why should the Team support you?
How can you make them support you?

The Project Team

Virtual Teams

Global Experts
No Colocation
Coordination?
Culture?



Source: Nordic IT, 2016



Virtual Team Success Pyramid

Here are some of the critical questions teams can explore to assess their effectiveness



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THANK YOU

