



Team Effectiveness

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Episode 15 Download

In this week's episode, we explore the topic of team effectiveness. What helps teams thrive in the remote and virtual space? As Jennifer shares we need to go back to some of the basics of what the research of Team Effectiveness has found. Check out some of the seminal literature in this field like the *Wisdom of Teams* by Katzenbach and Smith, or the writing of Hackman and Wageman. Jennifer expands more on this topic in chapter 11 of *Effective Virtual Conversations*. Take a few minutes to think through what are the things you and your team will want to clarify and further refine in these six core areas.

Factor	Where are we on a scale of 1-10 in terms of our focus.	What's important about it in the virtual realm	What needs attention
1 – Shared Vision			
2 – Shared Performance Goals			
3 – Behavioral Norms			
4 – Clear Roles			
5 – Shared Team Practices			
6 – Shared Commitment			