



The I in TEAM: Accelerating Performance of Remote and Co-located Teams

Susan K. Gerke, Linda V. Berens

Download now

[Click here](#) if your download doesn't start automatically

The I in TEAM: Accelerating Performance of Remote and Co-located Teams

Susan K. Gerke, Linda V. Berens

The I in TEAM: Accelerating Performance of Remote and Co-located Teams Susan K. Gerke, Linda V. Berens

Where is the I in Team?

Many say there is no I in Team. We say there is. The I stands for the individual. Teams are made up of individuals who are expected to work together in a way that produces more than they could produce working separately. Individuals bring their talents, goals, role expectations, working habits, and many other characteristics to the team. They don't suddenly become "we." There is always a question of Do I have to give up me to work effectively on this team? Effective teamwork always is a balancing act between independence and interdependence, between the individual and the group. Each individual has core psychological needs, values, and talents that are essential to their well-being and high performance. Each person is unique, yet each has many things in common with others.

The I is at the core of a team and influences the team. The unwritten operating guidelines that develop in the team are greatly influenced by the personality characteristics of the team members. When the majority of the team share some characteristics, the team can fall into groupthink and not be as resourceful and adaptable as it needs to be. If an individual's core needs are not met, core values are not honored, and talents are ignored, that team member will not contribute to the synergy that is possible with teams. Individual differences contribute to increased synergy, but they can also lead to disruptive conflict. Yet most teams jump into doing the assigned work without considering the impact of these individual differences. A lot of diversity on a team creates the potential for much variety in problem solving and for much conflict.

Our experience shows that it's easy to say we want people to work together effectively to achieve the value of great teamwork, but it's not always easy to achieve that great teamwork. High performing teams (both remote and co-located) spend energy on the development of the team rather than just hoping the team members will achieve success together. We have found it helpful to use frameworks for understanding both the individual and the stages of team development.

The topic of teams and teamwork has been explored in many books over the years. Several elements make this book unique:

- The distinctions we make about remote teamwork to help those who work on remote teams (those on which the members are located in different places)
- The connection we make between team development and personality specifically temperament
- The insights you will gain about yourself and others that you can use everywhere in your life
- The practical tips we share that can be immediately applied to your team situation

Our experiences with teams and team leaders have shown us that when they use the information in this book, they greatly accelerate team and individual performance as well as improving team satisfaction and quality of work.

 [Download The I in TEAM: Accelerating Performance of Remote ...pdf](#)

 [Read Online The I in TEAM: Accelerating Performance of Remot ...pdf](#)

Download and Read Free Online The I in TEAM: Accelerating Performance of Remote and Co-located Teams Susan K. Gerke, Linda V. Berens

From reader reviews:

Guy Gregory:

Have you spare time for the day? What do you do when you have far more or little spare time? Yeah, you can choose the suitable activity for spend your time. Any person spent their particular spare time to take a go walking, shopping, or went to the Mall. How about open or even read a book entitled The I in TEAM: Accelerating Performance of Remote and Co-located Teams? Maybe it is to get best activity for you. You understand beside you can spend your time together with your favorite's book, you can cleverer than before. Do you agree with it has the opinion or you have some other opinion?

Meagan Shaffer:

Now a day people who Living in the era where everything reachable by connect with the internet and the resources included can be true or not call for people to be aware of each information they get. How people have to be smart in obtaining any information nowadays? Of course the answer then is reading a book. Reading a book can help people out of this uncertainty Information mainly this The I in TEAM: Accelerating Performance of Remote and Co-located Teams book because this book offers you rich info and knowledge. Of course the knowledge in this book hundred percent guarantees there is no doubt in it as you know.

Mary Parker:

Information is provisions for people to get better life, information presently can get by anyone at everywhere. The information can be a knowledge or any news even a problem. What people must be consider any time those information which is within the former life are difficult to be find than now's taking seriously which one would work to believe or which one often the resource are convinced. If you obtain the unstable resource then you get it as your main information there will be huge disadvantage for you. All of those possibilities will not happen within you if you take The I in TEAM: Accelerating Performance of Remote and Co-located Teams as your daily resource information.

Anthony Vice:

Reading a book tends to be new life style within this era globalization. With reading through you can get a lot of information that will give you benefit in your life. Having book everyone in this world can easily share their idea. Guides can also inspire a lot of people. A lot of author can inspire their particular reader with their story as well as their experience. Not only the storyplot that share in the guides. But also they write about advantage about something that you need example. How to get the good score toefl, or how to teach children, there are many kinds of book that exist now. The authors nowadays always try to improve their skill in writing, they also doing some investigation before they write to their book. One of them is this The I in TEAM: Accelerating Performance of Remote and Co-located Teams.

**Download and Read Online The I in TEAM: Accelerating
Performance of Remote and Co-located Teams Susan K. Gerke,
Linda V. Berens #J13ZP4LTAFU**

Read The I in TEAM: Accelerating Performance of Remote and Co-located Teams by Susan K. Gerke, Linda V. Berens for online ebook

The I in TEAM: Accelerating Performance of Remote and Co-located Teams by Susan K. Gerke, Linda V. Berens Free PDF d0wnl0ad, audio books, books to read, good books to read, cheap books, good books, online books, books online, book reviews epub, read books online, books to read online, online library, greatbooks to read, PDF best books to read, top books to read The I in TEAM: Accelerating Performance of Remote and Co-located Teams by Susan K. Gerke, Linda V. Berens books to read online.

Online The I in TEAM: Accelerating Performance of Remote and Co-located Teams by Susan K. Gerke, Linda V. Berens ebook PDF download

The I in TEAM: Accelerating Performance of Remote and Co-located Teams by Susan K. Gerke, Linda V. Berens Doc

The I in TEAM: Accelerating Performance of Remote and Co-located Teams by Susan K. Gerke, Linda V. Berens Mobipocket

The I in TEAM: Accelerating Performance of Remote and Co-located Teams by Susan K. Gerke, Linda V. Berens EPub