



Activity: Team Reorganization

Due to a reorganization, most of your team has been replaced with new members who are largely unfamiliar with their new jobs. Several members are upset about the transfers and are showing little cooperation in getting the new team organized and trained. The team must be operational by next week.

- _____ 1. Assign responsibilities to new members and pair them up with original members for training. Invite them to express their preferences and their suggestions before making your decisions. Indicate that you are prepared to have the team reassign responsibilities in a few weeks.
- _____ 2. Tell the team that they must be organized and trained by the next week. Suggest how this might be done in the most efficient way. Steer them through the process gently, but firmly.
- _____ 3. Hold a team meeting to decide on the new assignments and training plans. Express your ideas, along with the other team members. Try to reach a decision which everyone can support.
- _____ 4. Inform the team that assignments and training of new members must be completed by next week. Ask for their suggestions and then help them to decide by asking questions and acting as a sounding board.
- _____ 5. Tell the team that their goal is to be organized and trained by next week. Offer your help, but leave it to the team to determine how they will achieve this goal.

Your thoughts...



Facilitator Notes:

Suggested Analysis of Activity

Situation Factors

Urgency	-	High
Critical Decision Quality	-	Moderate
Team Support Necessary	-	Moderate

Team Factors

Competence	-	Low
Commitment	-	Low
Accept Responsibility	-	Low
Resourceful	-	Uncertain