Engineering Innovation Institute
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Herbert Wertheim College of Engineering
UF | UNIVERSITY *of* FLORIDA

Engineering Leadership Institute
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Skill-Builders for Engineering Leaders

Teams, Team Dynamics and Team Building Module

Engineering Innovation Institute or Leadership Institute Faculty
Herbert Wertheim College of Engineering, University of Florida

Contact Hours	1 hour consisting of a 50-minute session
Target Audience	Undergraduate and graduate students; or external leaders in engineering-based businesses
Learning Objectives	Students will be able to: 1. Describe the concept of teams and what differentiates them from working groups; 2. Describe and interpret the common dynamics in team development and implications with respect to performance and leadership 3. Identify key motivational factors in typical engineering teams 4. Identify and describe ways to build effective conventional and virtual teams
Session Overview	Modern-day engineering-based businesses operate in a team-based environment, some of which may be remote and virtual. Engineers must learn to work effectively in multi-disciplined and diverse teams. Engineering leaders must effectively motivate team members and build a strong organizational culture into a competitive advantage. This module consists of instructor-provided topical overviews, participant discussions, examples and exercises on effective team development.

Session	
Key Content	Approach
The concept of teams	• Introductory overview to understand the various types of teams that are frequently encountered • Simple, brief exercise to demonstrate the value of teams
Team dynamics and performance/leadership implications	• Common goals for team interactions • Stages of team development and leadership approaches • Common reasons for poor team dynamics, failures and performance issues
Key motivational factors for engineering teams	• Video-based discussion about what drives motivation in certain types of "cognitive thinking" professions

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Key Content	Approach
Overarching factors for team development/effectiveness	• Key factors in building effective teams • The importance of diversity and inclusion • The concept of virtual teams and performance drivers
Resources Provided • Module presentation materials	**Assessments** • Pre and Post-assessment