

4 TYPES OF TEAMS

Functional Teams

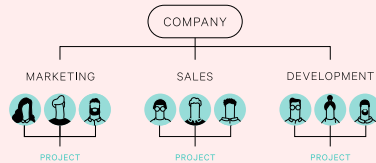
A group of people with common functional expertise working toward shared objectives.

Pros

- Handles routine work
- Line management has control of projects
- Pools technical and professional expertise

Cons

- Difficult communication across areas
- Pushing the decision-making process upwards
- Inflexible



Cross-Functional Teams

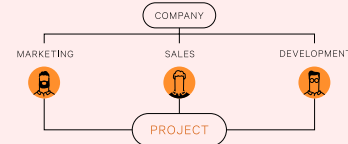
A group of people with different functional expertise working toward a common goal.

Pros

- Greater speed of task completion
- Can handle a wide array of projects
- Source of unconventional ideas

Cons

- Takes a long time to develop cohesion
- Challenging to manage
- Diversity can cause conflict



Matrix Teams

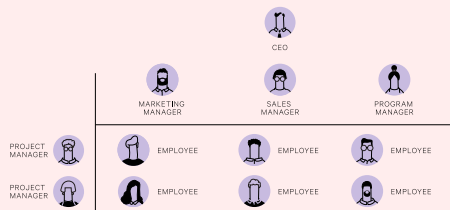
A multidisciplinary team whose members are drawn from various line or functional units of the hierarchical organization.

Pros

- Acceptable to traditional managers
- Flexibility for assigned personnel
- Top management controls projects, stays out of daily activities

Cons

- Dual reporting
- The team leader is usually unable to choose who will be on the project
- Difficult performance appraisal



Contract Teams

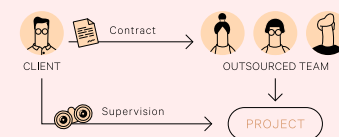
Teams that are tied down by a contract and brought in to complete a part of a project

Pros

- Easy employment of experts
- A team can use the existing management structure
- No need for client training

Cons

- Difficult assessment of project progress for the client
- Organizational issues
- Client is the judge of success



Other Types of Teams

Self-Managing Teams



A small group of employees who take full responsibility for delivering a service or product through peer collaboration without a manager's guidance.

Operational Teams



Teams that support other types of teams. They are formed to make sure that all back-office processes go smoothly.

Remote Teams



A group of individuals who work together from different geographic locations and rely on communication technology to collaborate.

Problem-Solving Teams



Temporary structures that bring together leaders and team members from across the organization to focus on solving a specific problem.