

# MILESTONE

*Providing Stepping Stones  
Along the Path to Success*



A WOMAN-OWNED  
SMALL BUSINESS

FOUR TYPES OF  
TEAM MODELS

For years, projects were run by a project manager who had all the authority. This person made the decisions, and the team just followed their lead. Over the past few decades, there has been a shift in that mindset. Management is finally starting to realize that the people actually doing the work have great ideas on how to make the project even better.

This shift to giving teams more authority reduces the need for management to be part of small daily project decisions. It speeds up the progress of the project and keeps all decisions within the team of experts. Downtime for waiting for someone to decide is greatly reduced.

There are four types of teams that can be used on a project. Knowing which type will best fit a specific situation will lead to increased project success.

### ***Functional Team Model***

The functional team works primarily in one area of the project and does little in other functional areas. Management controls this type of team, its resources, and outcomes. Team members report primarily to one main functional manager.

### ***Cross Functional Team Model***

Cross functional teams work on projects but come from various areas of the organization, different departments, or specializations. Each team member reports to specific managers over their specialization. This type of team focuses only on their area of expertise and then moves to the next project when that area is complete.

### ***Multi-Functional Team Model***

The multi-functional team moves team members to make more decisions and have increased flexibility for a team environment. These team members share common abilities to complete the project or deliverables. Team members run into challenges with having diverse levels of expertise in each area of the project.

### ***Self-Organizing Team Model***

Self-organizing teams are more common in Agile and Scrum projects. Team members select the work which excites them or expands their abilities. This choice does not mean they are experts in all aspects of the work, but they desire to learn it. Self-organizing teams sometimes are co-located to allow team members to work on the highest priority project until it is complete which increases speed and decision making.

### ***Qualities of High Performing, Self-Directed Teams***

This is the highest level for a team because they are making the most of their decisions, solving their own problems, and picking solutions for the project. Self-directed teams need support from a project leader rather than a project manager. The project leader inspires, communicates, and opens doors while removing obstacles for this team to continue to grow.

While more than one of these models can be used in an organization depending on the project, it is important to use the best type for each circumstance. Moving teams to be self-directed will complete a project sooner and will probably save money along the way.

## UPCOMING FREE WEBINAR

### SHIFTING AUTHORITY - HOW PM AUTHORITY SHIFTS IN PROJECT STRUCTURES

FRIDAY, JULY 8

10:00 - 11:00 AM CST

1 PDU

TO REGISTER, GO TO

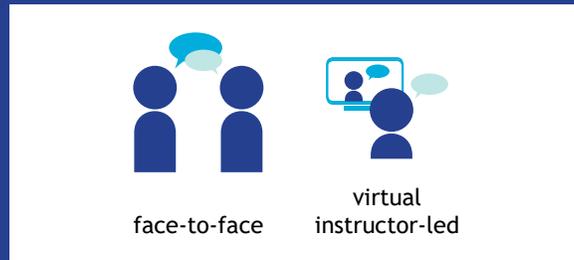
[www.themathisgroup.com/webinars](http://www.themathisgroup.com/webinars)



## WEBINAR PLUS

Beginning in August, we are launching an additional resource to our monthly webinars. *Webinar Plus* includes an outline to support project teams who use these webinars as monthly training and discussion questions to enhance the training. *Webinar Plus* will be sent out with the Zoom link each month.

# ADVANCED TEAM BUILDING - 2 DAY



**Course Description:** This two-day course will refresh the fundamentals of team building and will then build upon it with additional skills. This course will focus on skills used to run teams smoothly and more effectively. Team leaders or perspective team leaders and managers should be part of this course

## **Course Objectives:**

### **Objective 1: Identify why organizations should have teams**

- Examine what it will take for teams to be successful
- Analyze what it means to work as a team
- Discuss why teams fail
- Evaluate five causes for team conflict

### **Objective 2: Review five ways to build trust in each team**

- Create a code of conduct for your team
- Assemble a brainstorming session
- Discuss how to use peer pressure effectively

### **Objective 3: Evaluate the use of facilitation skills in teams**

- Examine three rules for facilitating discussion
- Analyze the role of team leader
- Examine five ways team leaders impact the team
- Analyze the role of team member

### **Objective 4: Examine effective use of teams in organizations**

- Create a team mission, vision, and goals
- Discuss aligning team vision with organizational strategy
- Discuss reporting and communicating within the team
- Create a communication plan for upper management

### **Objective 5: Discuss diagnosing team conflict**

- Discuss how to prevent teams from becoming cliques
- Discuss behavioral styles in teams
- Examine communication problems upline
- Examine communication problems cross functional

### **Objective 6: Choose the proper team members**

- Analyze skills needed on the team
- Design an agenda that impacts performance and behavior
- Identify the triple constraints of team projects

Demonstrate interviewing techniques that will assist in determining goals or scope of team

### **Objective 7: Examine how to set, control, and monitor scope of team projects**

- Discuss ways to track team projects
- Evaluate real timelines for team projects
- Discuss implementation of team project plans
- Discuss how to handle delays



A WOMAN-OWNED SMALL BUSINESS (WOSB)



Providing quality, customized training and consulting services that inspire, educate, and equip organizations to be better tomorrow than they are today.

DR. KEITH MATHIS, PMP, PMI-ACP, CSM  
WANDA MATHIS, M.ED. PMI-ACP

# PROJECT MANAGEMENT TRAINING

OVER 60 PROJECT MANAGEMENT COURSES REGISTERED WITH PMI

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Since 1993, The Mathis Group has been helping organizations change worker productivity and behavior.

PROJECT MANAGEMENT  
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MOTIVATION  
ORGANIZATIONAL BEHAVIOR  
LEADERSHIP  
CUSTOMER SERVICE

## COMPANY MANDATE

The Mathis Group provides training and consulting that will impact the organization and individual while maintaining an outstanding reputation for success and integrity.

## VALUES STATEMENT

Every person has worth and should be treated with respect.

## AREAS OF EXPERTISE

- Curriculum Design
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