

GROUP VERSUS TEAM

NOTES:

DIMENSION	GROUP	HIGH PERFORMING TEAM
Team Member's, view of their role	Does what he/she is instructed. Deliver specific tasks to the group. Functional expert. Restricts contribution to area of expertise. Sees no need to contribute beyond the specific tasks assigned.	Responsible and accountable for making the Team a success, whatever it takes. Expects to and does contribute to all aspects of the Team.
Leadership	One Leader who maintains the Leadership role throughout the Team's life. Directive, uses positional power to progress the work. High on control, checking and instruction. Task focused.	The Leadership role is rotated, depended on talent and task, not on hierarchy. the Leader is a Coach and Enabler. Focused on the process, people and task.
Emotions	Let's pretend they do not exist. Avoided as something which would cause problems and spiral out of control.	Invited in and openly expressed. Seen as central to motivation and creativity and commitment.
Communication	Guarded. Real understanding is rarely achieved. Communications are primarily initiated and channeled through the Leader. Many answers provided. Little evidence of listening. Group communications are focused on exchange of facts and opinion.	People say what they think without fear of recrimination. Members freely communicate with each other to get the work done. There are as many questions as answers in this Team's dialogue. Active listening is the norm. Team communications involve joint problem solving and decision making.



