



Planning and Controlling Collaborative Teams

A One-Day Tutorial

Diverse Collaborative Teams are a Key to Success.

Complex products and systems require effective teams. No matter how well-designed the product, it is only as good as the people who create and service it. As companies create larger teams to address the complexity, maintaining these geographically-dispersed collaborative teams requires more attention.



Honourcode, Inc. offers a tutorial to give you effective tools that you can use to create and maintain better collaborative teams.

You should attend this tutorial if you are:

- A leader or a key member of a collaborative development team
- Concerned about the team success
- Interested in how to communicate better
- Looking for practical methods to use in your team

The course is aimed at

- Program or project managers,
- Systems engineers,
- Technical team leaders,
- Logistic support leaders, and
- Others who participate in defining and developing complex systems.

The challenges today are changing, because teams are changing. Rather than small, collocated groups, products and services today draw on skills that are widely dispersed. While the Internet now offers the necessary rapid communications to allow such teams, they can only work well if the participating team members operate together.

Even in dispersed teams, cohesion is the key. Cohesion is defined as the degree to which team members like and trust one another. Repeated studies have shown that greater cohesion leads to better productivity, better decision quality, higher member satisfaction, greater member interaction, lower risk, and more. In this tutorial, you will learn how to achieve better cohesion in dispersed teams, and therefore more effective teams.

This one-day tutorial trains participants in techniques for the development of dispersed, collaborative teams. Our presenter, Eric Honour, uses combinations of interactive presentation and small group exercises to convey the material. The tutorial is aimed at team leaders and key team members who affect the effectiveness of the team.

Drawing from decades of study in team development, team effectiveness, and human problems analysis, this tutorial provides participants with highly effective tools to use in their work. The material is augmented by examples from real-life experience, including participative examples from the attendees. Segments covered include:

Topics Covered in the Tutorial

Team Structure - Organizing a collaborative team so that it can work effectively when geographically dispersed. This segment includes a short individual exercise.

Team Development Phases - What phases any team must go through, and how best to use those phases for the project. Understanding the goals and needs of team members during each phase.

Human Problems Analysis - How to analyze team problems and discover the root causes. Solutions for typical root causes in a dispersed, collaborative team.

Multicultural Teams - Characteristics and dimensions of culture. Effect of different cultures at national, corporate, team levels. Role-playing exercise on cultural problem-solving.

Cohesion Techniques - Importance of cohesion. How to develop and maintain trust and understanding. Short, physically-active small group exercise on the importance of cohesion.

Team Communications - Types of interpersonal communications that always occur, and how best to use them. Differences between verbal and nonverbal communications. Tools available to communicate, and when to use which.

Structuring Team Communications - How to plan the communications infrastructure. Communications issues that must be considered and planned. Diagramming techniques and tools.

Communications Structure Exercise - A structured, small-group exercise to plan the communications structure of a typical team.

The Presenter:

Mr. Eric Honour has been in international leadership of the engineering of systems for nearly a decade, part of a 35-year career of complex systems development and operation. His energetic and informative presentation style actively involves class participants. He was the founding Chair of the INCOSE (International Council on Systems Engineering) Technical Board in 1994, was elected to INCOSE President for 1997, and served as Director of the Systems Engineering Center of Excellence (SECOE). He was selected in 2000 for Who's Who in Science and Technology and in 2004 as an INCOSE Founder. He is on the editorial board for *Systems Engineering*. He has been a systems engineer, engineering manager, and program manager at Harris Information Systems, E-Systems Melpar, and Singer Link, preceded by nine years as a US Naval Officer flying P-3 aircraft. He has led or contributed to the development of 17 major systems, including the Air Combat Maneuvering Instrumentation systems, the Battle Group Passive Horizon Extension System, the National Crime Information Center 2000, and the DDC1200 Digital Zone Control system for heating and air conditioning. Mr. Honour now heads Honourcode, Inc., a consulting firm offering effective methods in the development of system products. Mr. Honour has a BSSE (Systems Engineering) from the US Naval Academy and MSEE from the Naval Postgraduate School.

