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Strategies for Group Project Success

Workshop for FIW 2514: Fish & Wildlife Conservation Policy



Facilitated by Eric Kaufman, PhD
Department of Agricultural, Leadership, and Community Education

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Session Objectives

1. Recognize conditions that allow teams to thrive.
2. Describe common evolutions of group performance.
3. Identify opportunities for personal contributions to effective teaming.

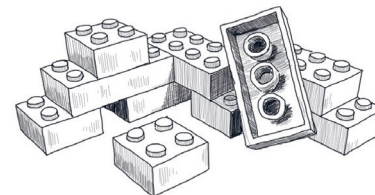


Photo by [All Darts.com](#) on [Unsplash](#)

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LEGO® Tower Challenge

Using the LEGO pieces provided, build a tower-like structure on the table in front of you. The purpose is to build the highest tower possible, making sure it can stand on its own. You have four minutes.

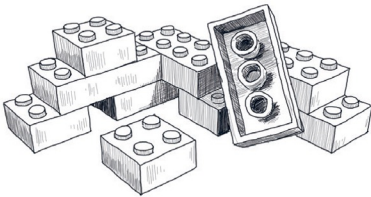


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LEGO® Tower Challenge

Time Remaining: <<4:00>>

Using the LEGO pieces provided, build a tower-like structure on the table in front of you. The purpose is to build the highest tower possible, making sure it can stand on its own. You have four minutes.



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LEGO® SERIOUS PLAY®




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What Makes Teams Work?

(Weir, 2018, *Monitor on Psychology*)

ABCs of teamwork: the attitudes, behaviors and cognitive states that collectively influence whether a team achieves its goals.



"How well people work together may be more important than how well they work on the tasks."

- Gerald F. Goodwin, U.S. Army Research Institute for the Behavioral and Social Sciences


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What Google Learned from Its Quest to Build the Perfect Team

(Duhigg, 2016)

nyt mag

'If a company wants to outstrip its competitors, it needs to influence not only how people work but also how they work *together*.'



More at: [nytimes.com/magazine](https://www.nytimes.com/magazine)
Illustration by James Graham

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Time Remaining: <<5:00>>

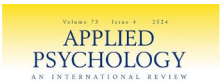
Personal Contributions to Group/Team Success



Consider a prior positive experience with a group. What was your contribution?

Use the LEGO pieces to construct a representation.

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Team Values and Team Performance

Parks-Leduc et al. (2024) “found that the values of team members (and team leaders) were related to team performance.... **The teams that performed best had high average levels of benevolence values – suggesting that performance is better when all team members appreciate the importance of maintaining good relationships within the group.** In addition, the teams that performed best also had at least one person on the team with high achievement values. That team member likely either took greater responsibility for the project and pulled everyone else along, or they motivated other team members and pushed them to all contribute more to achieve a higher level of success.” (p. 2285)

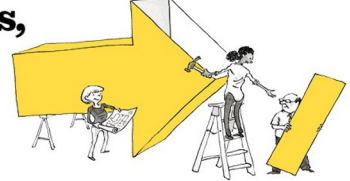
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Social Loafing vs. Collective Commitment



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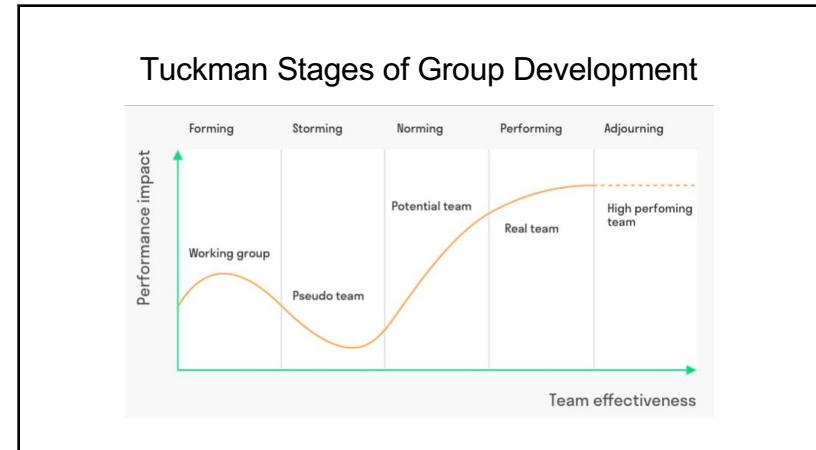
When everyone leads, we make progress on our most important challenges.



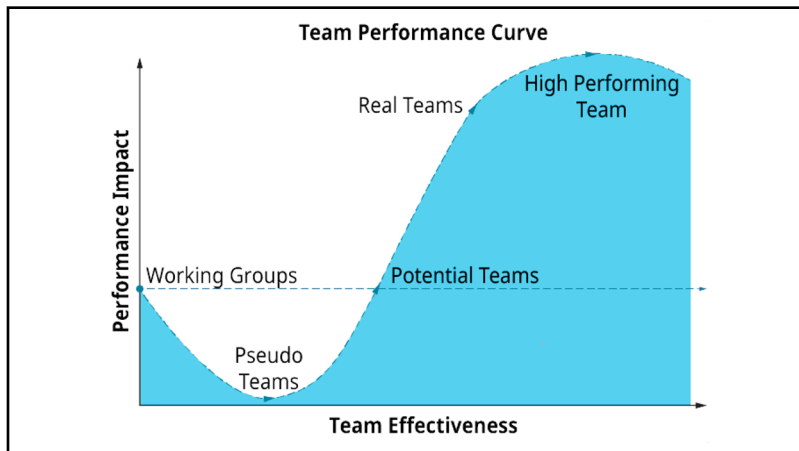
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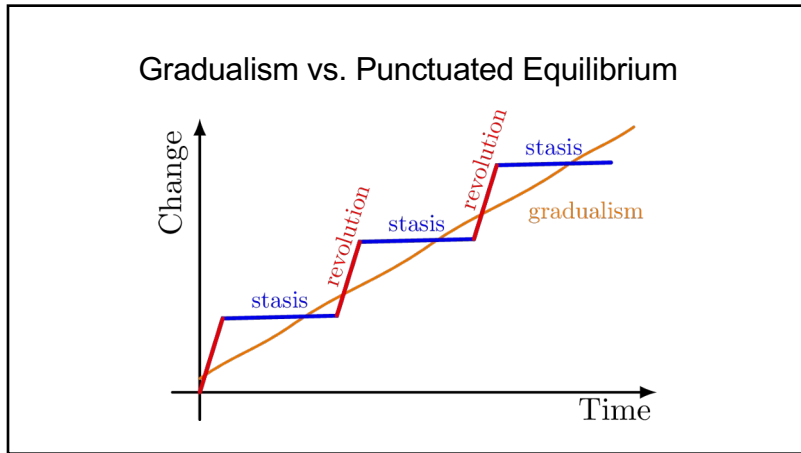
Managing the Temperature of the Team

How might you interact differently with team members based on their own perceptions of urgency?

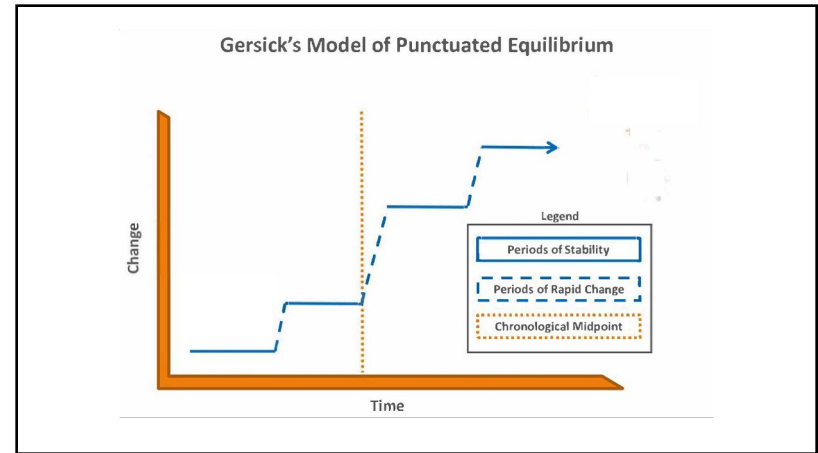
Note: Don't set yourself on fire just to keep the rest of the team warm!



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Questions? Application? Ideas for

The collage includes three distinct images: a question mark constructed from multi-colored LEGO bricks, a set of glowing Edison-style light bulbs hanging from cords against a dark background, and a person in a grey hoodie carrying a large wooden board.

Image from Faysal Ghauri on [LinkedIn](#)

Photo by [Patrick Tomasso](#) on [Unsplash](#)

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