



Team work

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What do you understand by the term creative team?



„ Nobody is not so clever as all of us together“

Creative team

The team is a task-oriented and target-oriented group of mutually complementary experts. Higher levels of cooperation and efficiency are achieved through informal relationships, coherence and full equality.

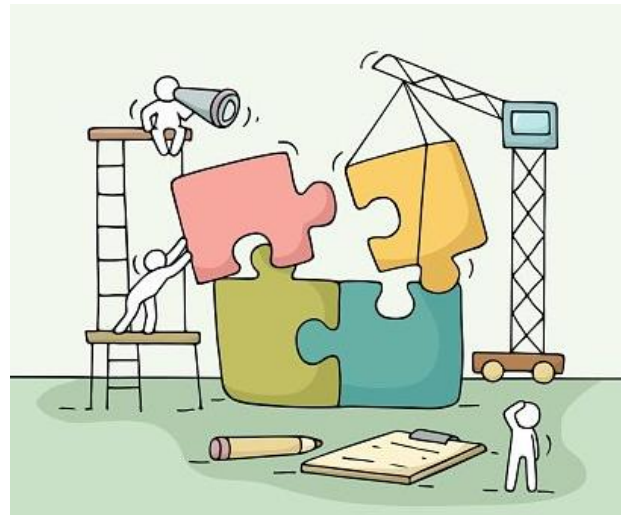
Work team

It is a working group composed of workers from various fields, professions, specializations, various business departments or external experts.



Team work

It is an integrated process of concrete activities that are carried out within the team and ensure the fulfillment of specific goals.



Collective invention

- The share of collective inventions is increasing.
- They show greater success in obtaining industrial-legal protection.
- They show greater success in practice.

Structured concept of team

The team consists of certain elements and mutual links. The basic element of the team is a person with certain abilities and qualities. They can be increased:

- organizational structure,
- technical means,
- knowledge and experience, information databases,
- allocated funds - financial, material,

Other team attributes

- openness - personnel, material, information,
- target behavior of the team,
- dynamics,
- balance,
- responsibility,





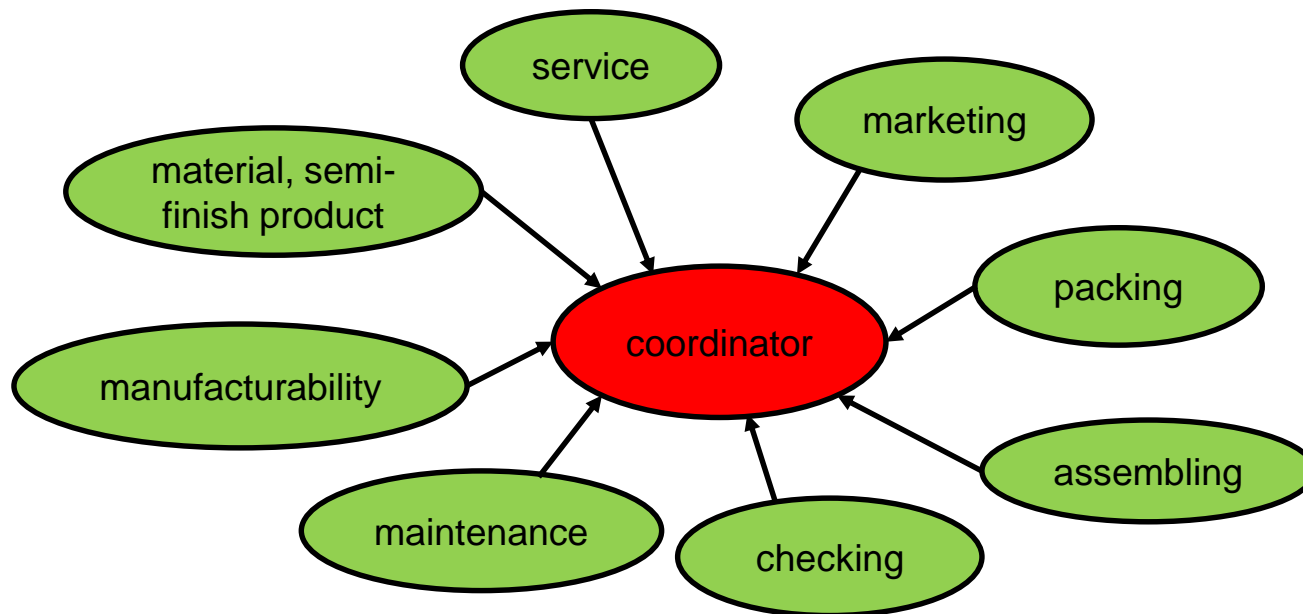
Creation of work teams

- Search of suitable team members.
- Creating links between team members.
- Realization and creation of interactions.
between team members and their maintenance.
- Motivating team members.



Interdisciplinary teams

Complex engineering systems require branch-specific teams with the necessary interdisciplinary cooperation - **parallel engineering**.



Team efficiency is given:

- the quality of the team structure,
- quality and quantity of means (software, hardware),
- levels of methodology,
- the way of solving the basic contradiction.
- dislocation of team (character),
- surroundings,
- clarity of terms,



Increasing of groupen IQ

The emotionally well-tuned team has the effect of more active thinking and acting of individual members.

- The presence of high IQ members is not critical to the quality of the team.
- tuning to the same wave is essential.
- The presence of the "important man" is an undesirable element.

Increasing the probability of rational and effective decisions

- The different attributes and abilities of team members bring more diversity of knowledges.
- The team is able to correct incorrect individual opinions.
- Negative emotional manifestations develop more difficultly.
- Multicriterial decision making is better implemented.

Multiple synergy

- **Emotional effect** - skills are enhanced by appropriate motivation.
- **Cognitive effect** - hidden ideas come into consciousness.
- **Performance effect.**

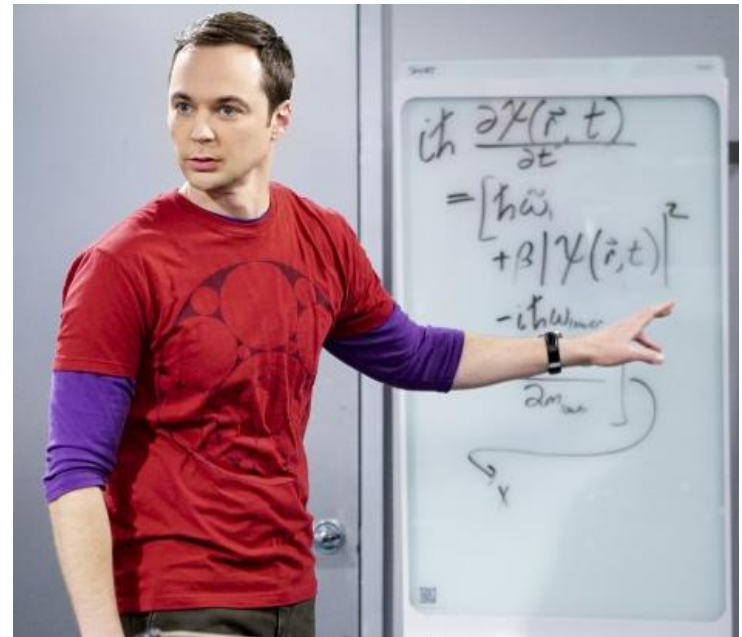
Role of the creative team members:

- **Dominant creator** - ideas, suggestions, experiences - team engine.
- **Most popular member** - damping contradictions, showing consent, releasing tension - generator of positive reactions.
- **Interviewer** - requires explanation and justification - information flow generator.
- **The critic** - bring contradicts, disagrees with the solution - is a team critic.

Types of personalities in teams:

Setting up optimal work teams is a complex activity and must be balanced in terms of ensuring:

- professional activities,
- management activities,
- information service activities,
- creative activities,
- performs activities,
- control activities,
- organizational activities,
- sponsors activities,



Zdroj fotografie: cnn.com

The characteristic of a good creative team are:

- **Common goal (task).**
- **Sharing collective togetherness.**
- **Seamless interaction and communication.**
- **A team of creative individualities with suppression of some elements of their individuality for the benefit of the team.**

Example of team composition in engineering practice:

- project engineer,
- CAD engineers,
- CAE engineers,
- technologists,
- product engineers,
- marketing,
- customer, client,
- management,
-

Managerial Commandments:

- keeping friendly relationships,
- cultivation of mutual cooperation,
- creating a friendly atmosphere,
- balance of own interests,
- fair evaluation,
- informal meetings,

Avoid accepting workers with a tendency towards suspicion, relationship, egoism, unwillingness to work, put ideas in drawers, self-conceited, gray eminences in the background, etc.

Creating a team of workers with the following characteristics:

- thoughtful, willing, empathetic,
- devotees collective things,
- proud and devoted for common results,
- positive, open minded,
- independent,
- unselfish,
- with moral credit,

Conclusion

A good creative team is an essential building block for effectively achieving goals. When creating creative teams, it is necessary to take into account the requirements for a specific product and pay great attention to the individuality of individual members of these teams.

Questions:

- What do we mean by the term "**Creative Team**„.
- What are the basic rules when creating a creative team.

Topic of the next lecture:

**„Technological design and technical
preparation of production“**

Thank You



Used literature and sources of information:

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