
NATURAL PROJECT MANAGEMENT

Interpreting Team Dynamics Through Nature

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PMI NIH Chapter

April 11, 2012

Agenda

- Introduction to team dynamics
 - The Role of Diversity
 - The Natural Way
 - Perspective
 - Addressing the stages of group dynamics
 - Dedication
 - Q & A
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TEAM DYNAMICS

Introduction

Team Dynamics - The Natural Way

- Introduction to team dynamics
 - The Role of Diversity
 - The Natural Way

Team Dynamics - Stages of Development

- Model developed by Bruce Tuckman (1965)*
- Stages of group development include:
 - Forming
 - Storming
 - Norming
 - Performing
 - (Adjourning)

*wikipedia.org/Tuckman's_stages_of_group_development

FORMING STAGE

Selecting the team members

Team Dynamics - Perspective

- Establish:
 - goals,
 - mission,
 - values and
 - vision as the team basis

Wandering aimlessly

Forming Stage

Based on parameters

- Mission, etc.
- Resources
- Timing
- Location(s)
- Logistics
- Roles/responsibilities
- Transition plan to end

Coming together

Becoming a Team Member

Learning to Share

Learning reward behavior

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- Diversity: It takes all kinds to make a team
 - Natural team players
 - Someone has to carry the load
 - Some give us the coats off their backs!
 - Who does the heavy lifting?
 - Office Mascots
 - Slow and steady wins the race..
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FORMING STAGE

Battle for position and status

Storming Stage

Herding Cats!

Team Competition

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- I don't think so.....
 - I know who I am, no competition here

NORMING STAGE

The team is chugging along

Norming Stage

Sled Team

Working Together

Follow the Leader (What's your role?)

Team Rules are established

- Organizational
- Behavioral
 - What's ok or not
- Inter-functional
 - With other groups
- Use of facilities
 - (kitchen, bathroom, copier)
- Leads to RESPECT

Cooperation

PERFORMING STAGE

Let's get down to business

Performing Stage

Natural Performers

The team becomes a Team

Learned behavior to succeed/reward

- Motivation (To rewards rather than away from punishments)
 - Curiosity & Inquisitiveness
 - An inner child is important
 - Buddies forever (Sharing and caring!)
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ADJOURNING STAGE

The team members disband

Adjourning Stage

Disbanding

Returning to base

Dedication

"UNTIL ONE HAS LOVED AN ANIMAL, PART OF THEIR SOUL REMAINS UN AWAKENED"

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