

Teamwork Essentials



AN INITIATIVE OF



FALLING
WALLS
FOUNDATION

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SARTORIUS

Young Entrepreneurs in Science

- opens up new career perspectives for young researchers
- part of the Falling Walls Foundation
- enabled by Federal Ministry of Education and Research



MEET THE TEAM



Netiquette



Mute yourself when you're not talking



Be social and leave on your camera. Feel free to eat, drink, or stretch!



If you have technical issues, please write to our coaches



For direct feedback you can use the emojis you find on the bottom of the operating panel



For questions or feedback, please use the chat window

CHECK-IN



Emoji check-in



Everybody, show us your
emoji mood!



TEAMWORK ESSENTIALS



Learning goals

- Diving into the concept of **teams and team dynamics**
- Reflecting and exchanging about **own team experiences**
- Understanding **team roles and reflecting** on your own

Teams and teamwork



WHAT IS A TEAM AND WHY IS IT SO IMPORTANT?



Reasons for failure



42%

No market need



29%

Ran out of cash



23%

Not the right team

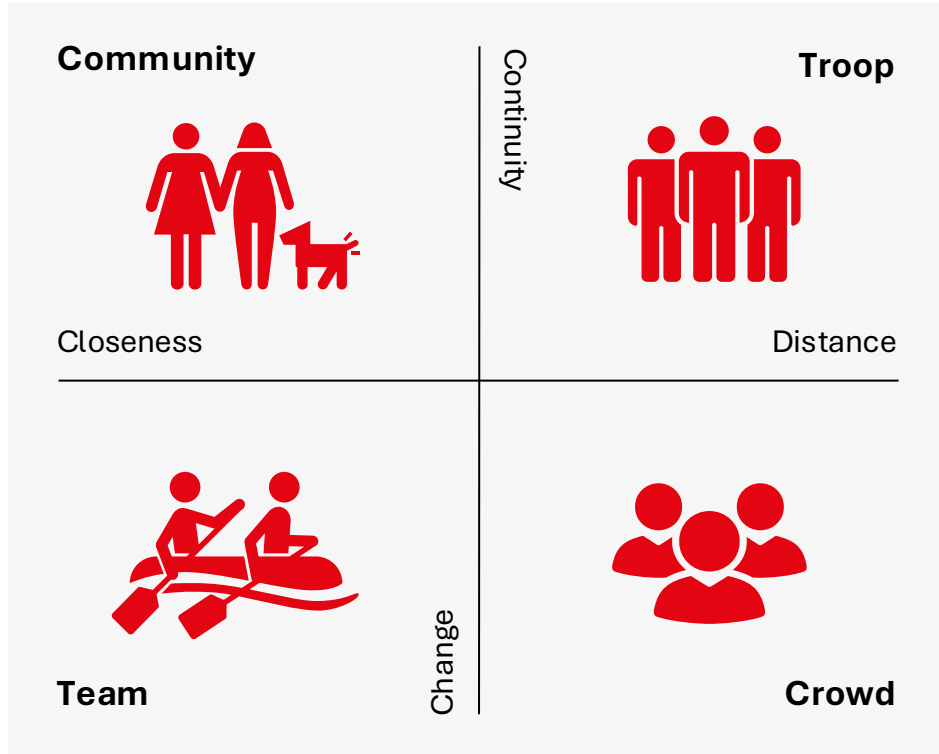
Definition



**A number of people associated
in some joint action.**

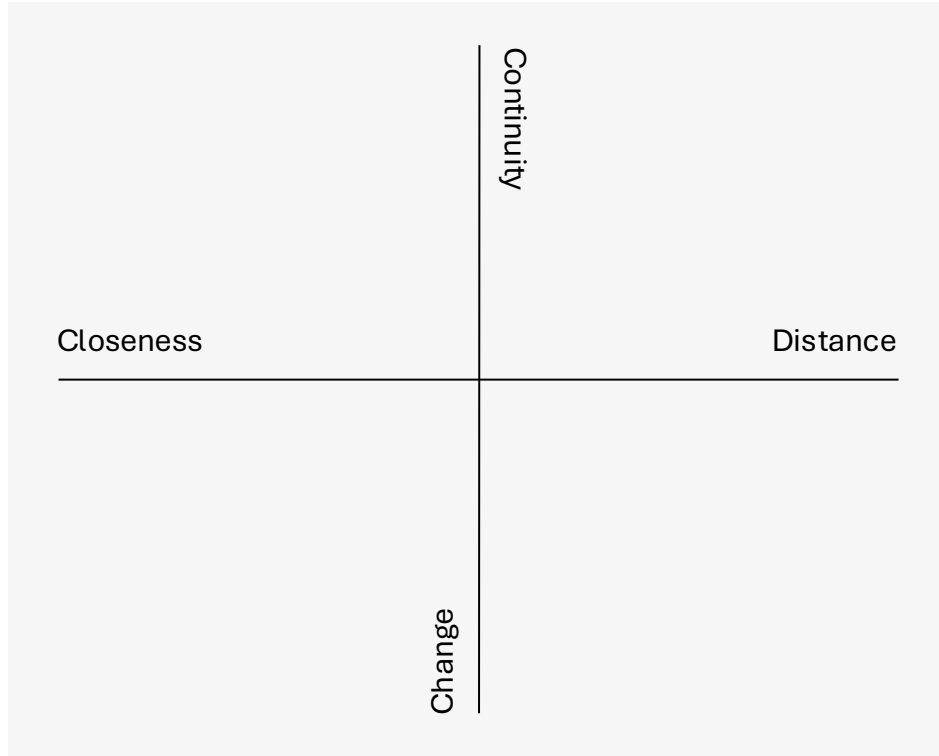
The Dictionary

Different kind of “teams”



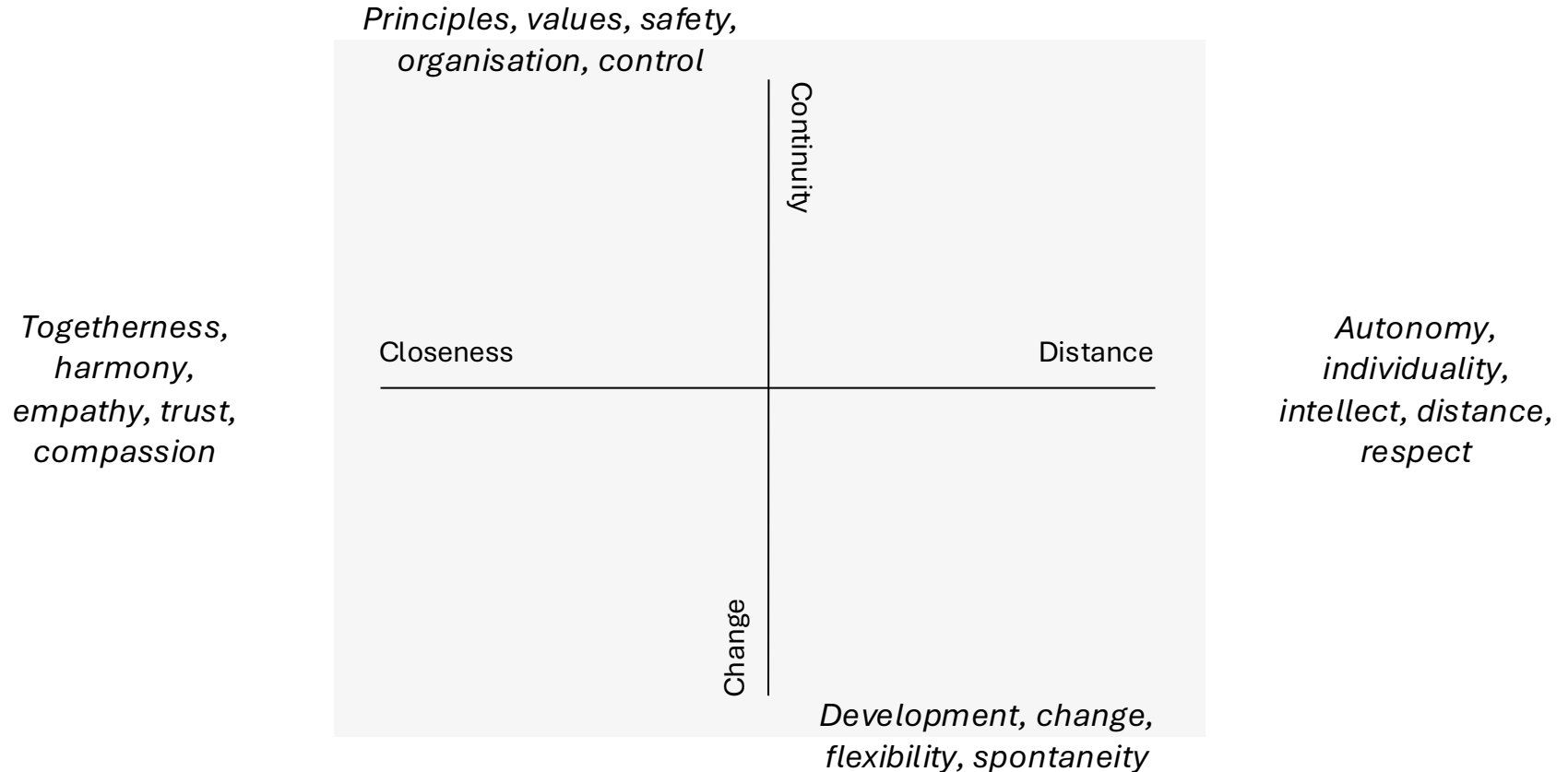
Different kind of “teams”

*Togetherness,
harmony,
empathy, trust,
compassion*

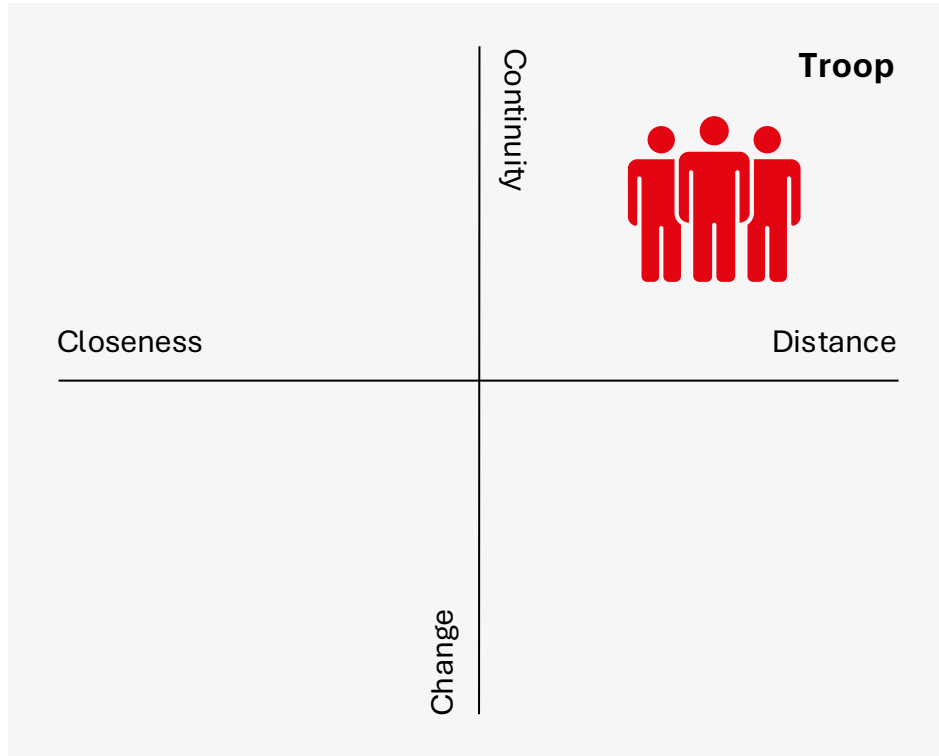


*Autonomy,
individuality,
intellect, distance,
respect*

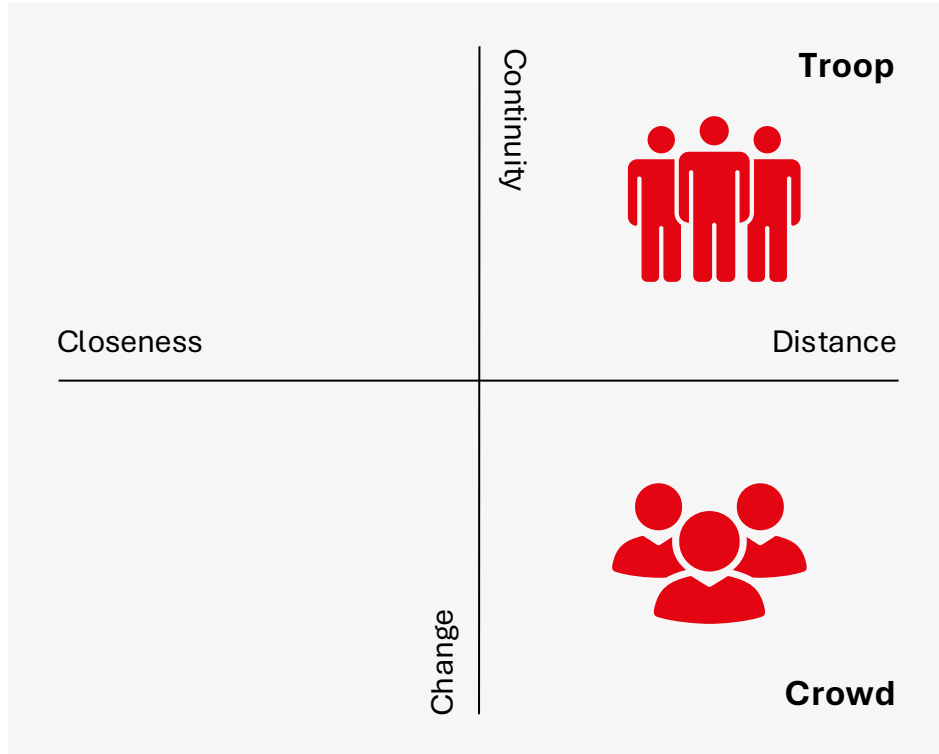
Different kind of “teams”



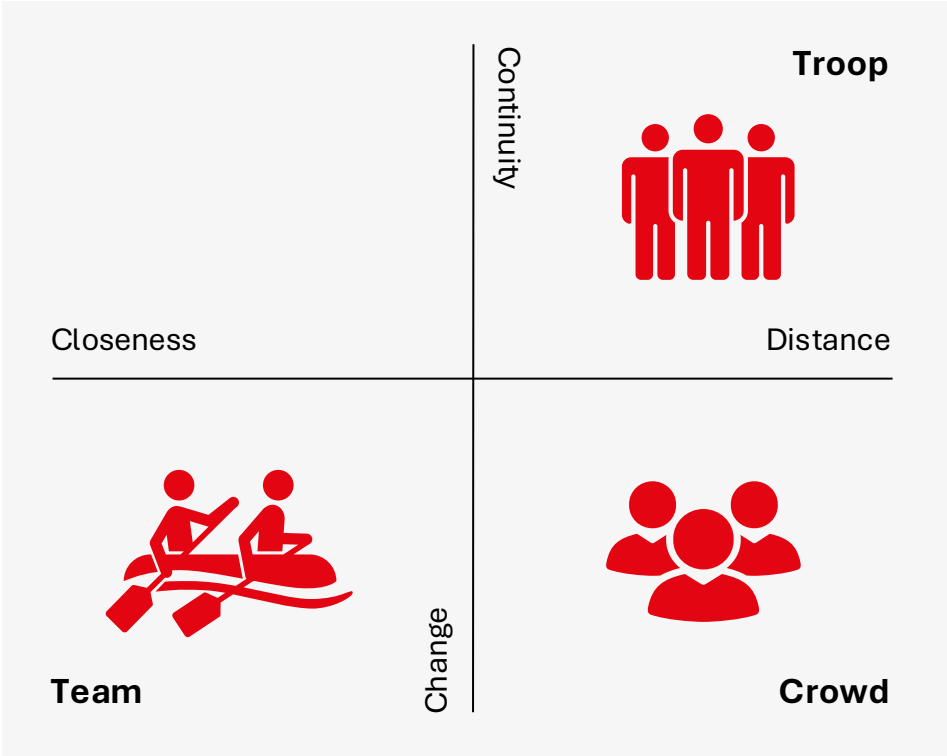
Different kind of “teams”



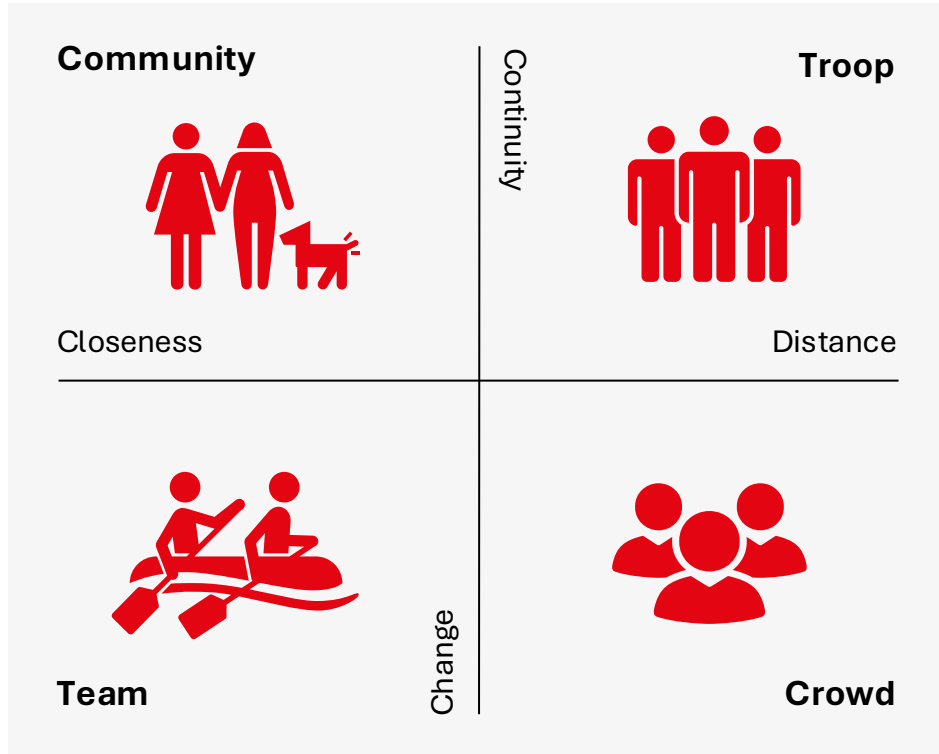
Different kind of “teams”



Different kind of “teams”



Different kind of “teams”



Sharing ...

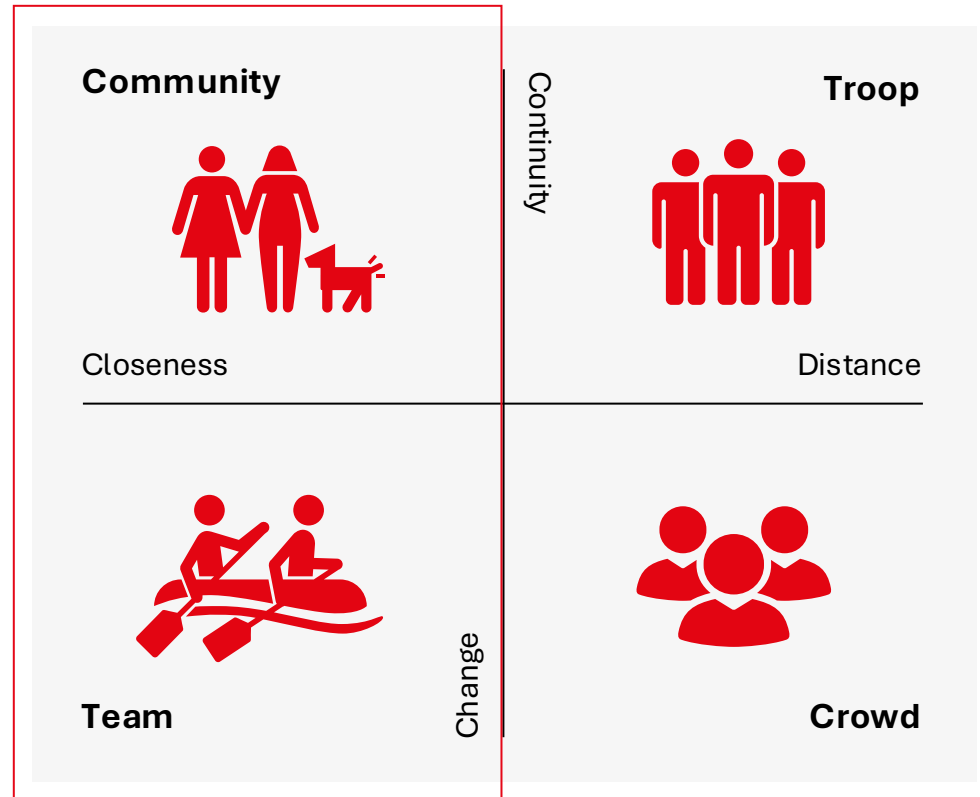


**Think about your work place:
What kind of team you find yourself in
at the moment?**

The startup team

Home territory of startup teams

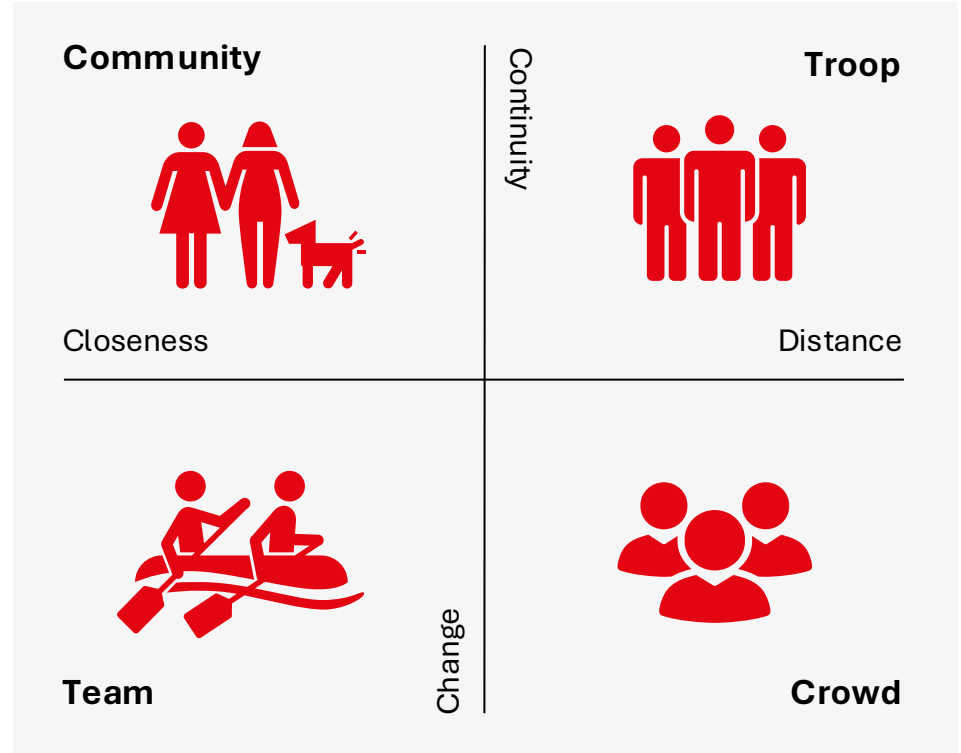
- Rapid changing environment
- High dynamism and flexibility
- Strong vision and passion
- Flat hierarchies
- Scarcity of resources
- Entrepreneurial mindset
- Collaborative culture



Finding the “right” team

The model can help you to ...

- ... reflect on where you feel comfortable and when it comes to teamwork
- ... engage in a dialogue with your team on where you want to position yourselves as a team.



EXERCISE

Me in teams



Before we start ...



Welcome to miro ...

- 
- 
- 
- 
- 
- 
- 
- 
- 
- 
- 

← text

← sticky notes

← more functions,
like stickers and emojis

          <<

navigation
map



zoom



  |  - + 100%

How it works ...



Solo work

Transfer to MIRO
and find the Miro Experience
board on the top



Warm up with MIRO

1. Take a sticky note and position it in the template frame
2. Write down your favorite animal
3. Change the size of the sticky note
4. Change the color of your sticky note
5. Change the shape of your sticky note



5 minutes

Miro preview



TEAMWORK: TEAMWORK ESSENTIALS

CHECK-IN



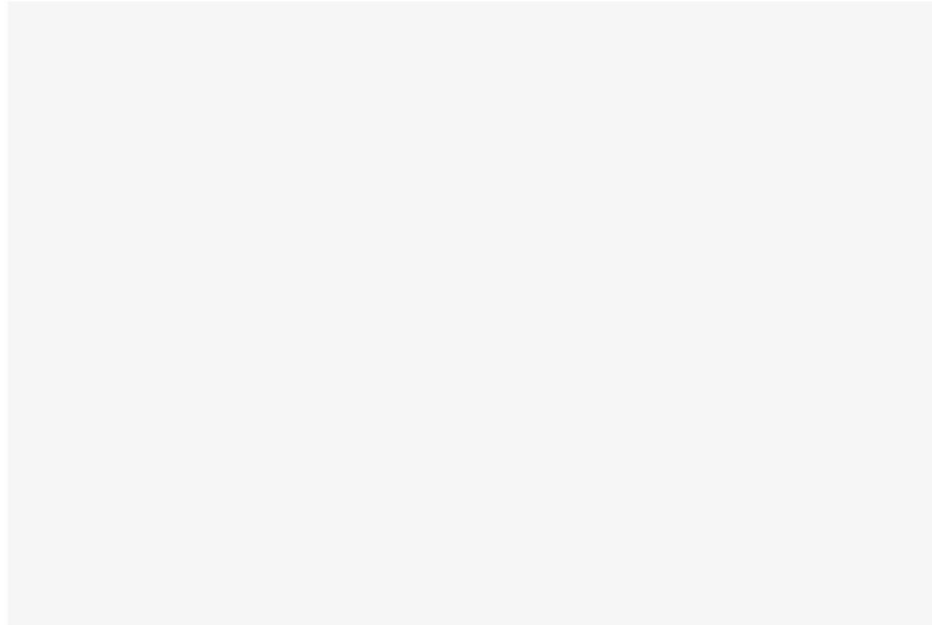
Fill in the template using a sticky note.

5 minutes, automatic transfer back

Step 1

Take a sticky note and position it in the template frame.

- Write down your favorite animal
- Change the size of the sticky note
- Change the color of your sticky note
- Change the shape of your sticky note



Welcome back



**Let us know, if you're with us:
Raise your emoji thumb!**

Me in teams

Think about all the experiences you made in teams so far:

- What do I need to feel comfortable in a team?
- How does a team recognize that I feel good in that team?
- What would cause me to stop enjoying working in a team?

How it works ...



team work

Transfer to MIRO and find the orientation boards

No taking notes on miro.
The board with the 3 questions is for your orientation



reflection

5 min Introduce yourselves and get to know each other

5 min Silent reflection:
Individually reflect and take notes for yourself using the miro board as a guide

10 min Each team member shares what they feel comfortable sharing



20 min

Time yourself as a team of 3.

Countdown for last minute

Miro preview

TEAMWORK: TEAMWORK ESSENTIALS

REFLECTIONS

Reflect what you wish for in teamwork.

20 min

Step 1

Introduce yourselves and get to know each other.

5 min

Step 2

Silent reflection: Individually reflect and take notes for yourself using the miro board as a guide.

5 min

Step 2

Each team member shares what they feel comfortable sharing.

10 min

WHAT DO I NEED TO FEEL
COMFORTABLE IN A TEAM?

HOW DOES A TEAM RECOGNIZE
THAT I FEEL GOOD IN THAT TEAM?

WHAT WOULD CAUSE ME TO STOP
ENJOYING WORKING IN A TEAM?

Welcome back



**Let us know, if you're with us:
Raise your emoji thumb!**

Sharing ...



**Which comments, thoughts or questions
would you like to share?**

**It's coffee
o'clock!**



TEAM ROLES



Definition



Team roles represent a **tendency** to interact with others in a specific way to make the progress of the team easier.

developereperience.io

Team contribution

“The types of behaviour in which people engage are infinite.

But the range of **useful behaviours**, which make an effective **contribution to team performance**, is finite.

These **behaviours are grouped into a set number of related clusters**, to which the term **Team Role** is applied.”

Meredith Belbin, Team Roles at Work

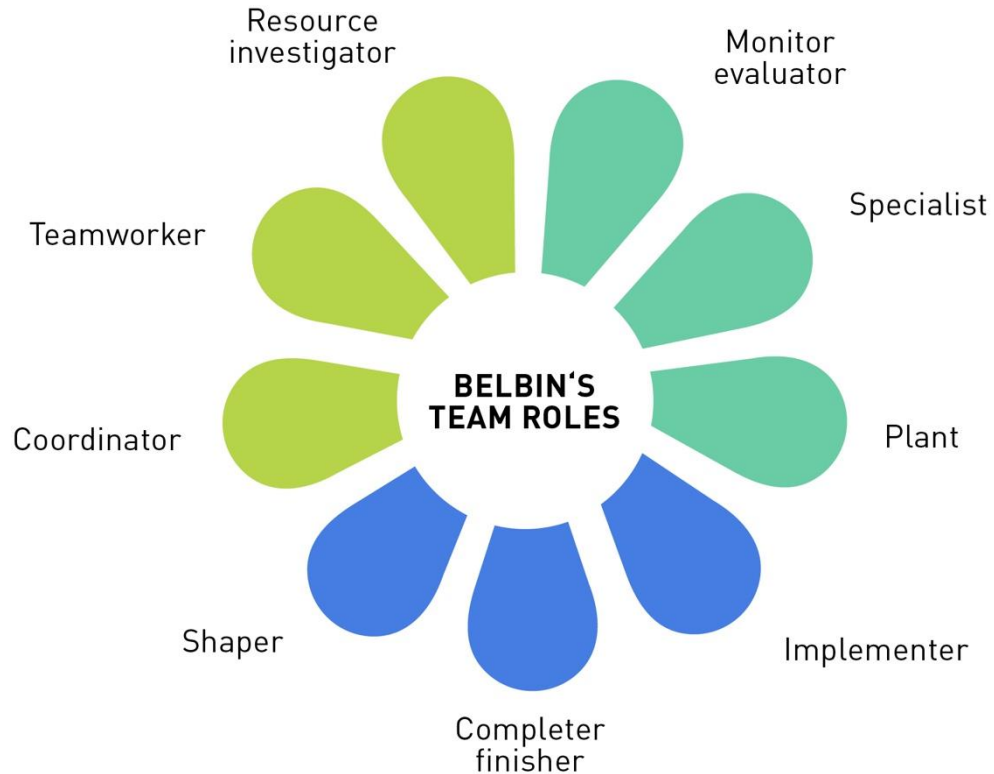
Belbin's team roles



Belbin's team roles



Belbin's team roles



Successful teams

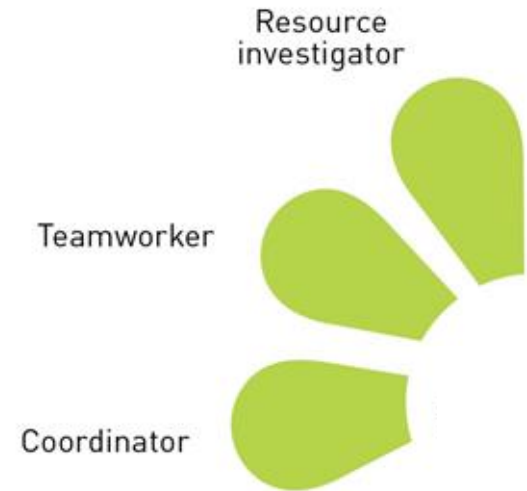
Various roles and tendencies are needed in a team

- To build high-performing teams, it helps to have all behavior clusters on board
- The roles are to be understood without judgement.
- All are relevant for the success of a team.

Belbin's team roles

What tendencies resonate with you?

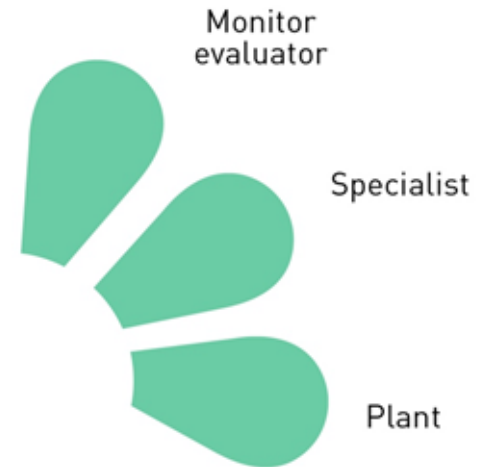
- **Coordinator** is needed to focus on the team's objectives, draw out team members and delegate work appropriately.
- **Teamworker** helps the team to gel, using their versatility to identify the work required and complete it on behalf of the team.
- **Resource Investigator** uses their inquisitive nature to find ideas to bring back to the team.



Belbin's team roles

What tendencies resonate with you?

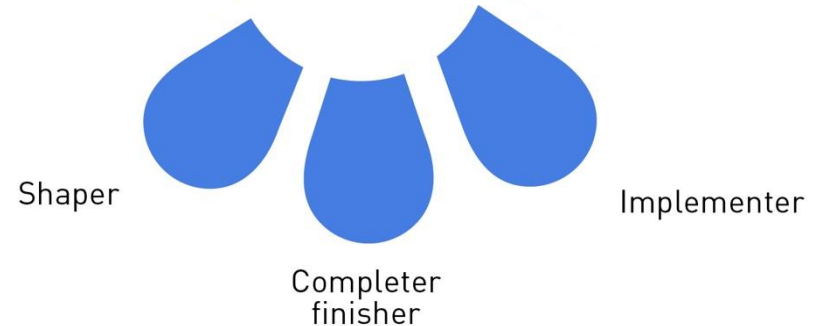
- **Monitor Evaluator** provides a logical eye, making impartial judgments where required and weighs up the team's options in a dispassionate way.
- **Specialist** brings in-depth knowledge of a key area to the team.
- **Plant** tends to be highly creative and good at solving problems in unconventional ways.



Belbin's team roles

What tendencies resonate with you?

- **Shaper** provides the necessary drive to ensure that the team keeps moving and does not lose focus or momentum.
- **Completer Finisher** most effectively used at the end of tasks to polish and scrutinize the work for errors, subjecting it to the highest standards of quality control.
- **Implementer** needed to plan a workable strategy and carry it out as efficiently as possible.



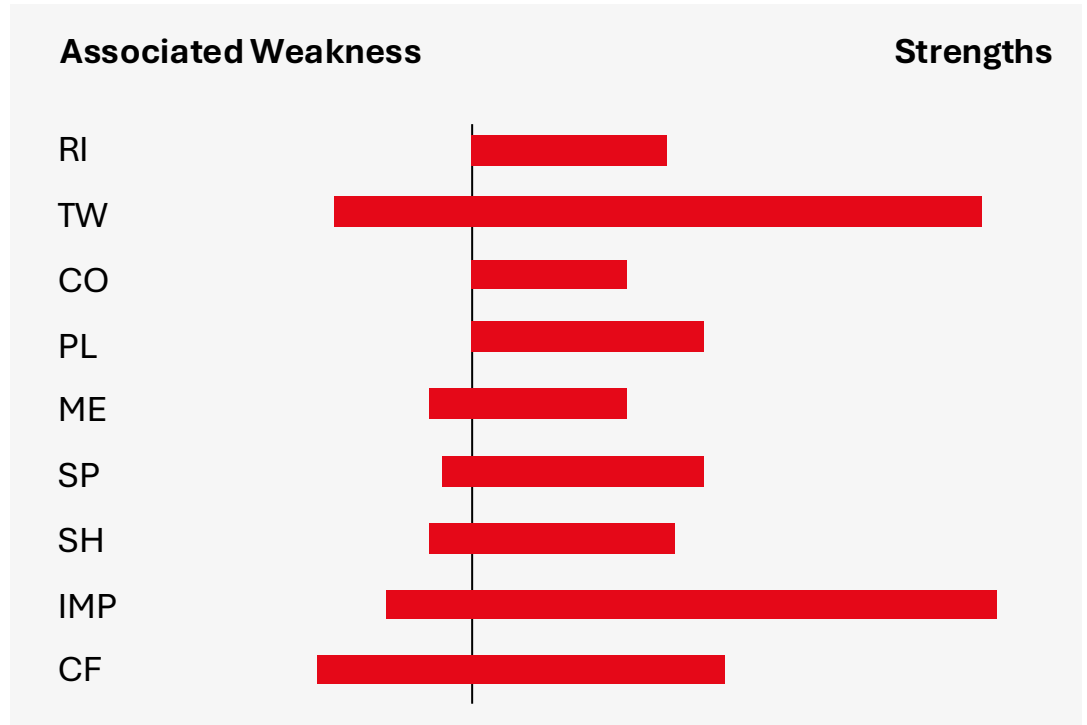
EXERCISE
My team role
tendencies



Belbin's team roles

Example profile

Nobody takes on only one role.
We all have tendencies, that
can vary and develop over time.



My team roles

Think about how you tend to interact in teams:

How do you enjoy contributing to a team?

What do co-workers or colleagues appreciate in you?

In what role would you like to grow?

COORDINATOR

Strengths: Mature, confident, identifies talent. Clarifies goals.

Allowable weaknesses: Can be seen as manipulative and might offload their own share of the work.

TEAMWORKER

Strengths: Co-operative, perceptive and diplomatic. Listens and averts friction.

Allowable weaknesses: Can be indecisive in crunch situations and tends to avoid confrontation.

RESOURCE INVESTIGATOR

Strengths: Outgoing, enthusiastic. Explores opportunities and develops contacts.

Allowable weaknesses: Might be over-optimistic, and can lose interest once the initial enthusiasm has passed.

MONITOR EVALUATOR

Strengths: Sober, strategic and discerning. Sees all options and judges accurately.

Allowable weaknesses: Sometimes lacks the drive and ability to inspire others and can be overly critical.

SPECIALIST

Strengths: Single-minded, self-starting and dedicated. They provide specialist knowledge and skills.

Allowable weaknesses: Tends to contribute on a narrow front and can dwell on the technicalities.

PLANT

Strengths: Creative, imaginative, free-thinking, generates ideas and solves difficult problems.

Allowable weaknesses: Might ignore incidentals, and may be too preoccupied to communicate effectively.

SHAPER

Strengths: Challenging, dynamic, thrives on pressure. Has the drive and courage to overcome obstacles.

Allowable weaknesses: Can be prone to provocation, and may sometimes offend people's feelings.

COMPLETER FINISHER

Strengths: Practical, reliable, efficient. Turns ideas into actions and organises work that needs to be done.

Allowable weaknesses: Can be a bit inflexible and slow to respond to new possibilities.

IMPLEMENTER

Strengths: Painstaking, conscientious, anxious. Searches out errors. Polishes and perfects.

Allowable weaknesses: Can be inclined to worry unduly, and reluctant to delegate.

How it works ...



Solo work

Stay in the main room



Self-reflection

Find a free miro space and tag it with your name

Go through the behavioural clusters (roles) and reflect:

Use post-its to visualize how much of that role you see in yourself

(0 post-its =not at all, 5 post-its = that's so me!)



15 min

Countdown for last minute

Template: Preview

SOLO WORK: TEAMWORK ESSENTIALS

INTERACTION IN TEAMS I

15 min

Step 1

Think about how you tend to interact in teams.

- How do you enjoy contributing to a team?
- What do co-workers or colleagues appreciate in you?
- In what role would you like to grow?

Step 2

Tagg your miro space with your name. Go through the behavioural clusters (roles) and reflect. Use post-its to visualize how much of that role you see in yourself (0=not at all, 5 = that's so me!)

COORDINATOR

Strengths: Mature, confident, identifies talent. Clarifies goals.

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Sharing ...



**What do you take away from the
self-reflection on team roles?**

MEET OUR EXPERT



Any questions?



Mentimeter Feedback



Please, follow the link in the chat window.

FEEDBACK



Time for feedback!



Sharing



**Are there any comments, thoughts or
questions**

you would like to share?

Raise your hand.

Stay connected with the YES community

- Join our [LinkedIn group](#)
- Take part in our [community calls](#)
- Tell your peers and spread the word [via social media](#)
- Write [a testimonial](#) about us



Write to us at youngentrepreneurs@falling-walls.com if you want to contribute to the community, or share feedback and updates about your entrepreneurial journey!

Boost your career with your YES experience

- Connect with YES and fellow participants on LinkedIn
 - Add YES to your trainings on LinkedIn and your CV
- ... and carry the entrepreneurial spirit further.



THANK YOU!



Connect with us and each other via Social Media ...



LinkedIn
Page



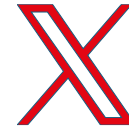
LinkedIn
Group



Facebook



Instagram
@sciencepreneurs



Twitter
@yeis_fw



Newsletter

THE END

