

TEAM PERFORMANCE AGREEMENT

In the work place, problems are often solved, not by individuals working on their own, but by teams of experts working together towards the best possible solution. It is therefore important to practice team-work skills in the classroom setting. You will soon realize that a group has the potential to achieve results far beyond the capability of any one of its members.

The best way to achieve effective team performance is for each member of the team to have a common vision of the team's goals and expectations. A group may establish this vision by developing a **Team Performance Agreement (TPA)**. The TPA can provide a framework for group efforts, outlining what is expected of each member, how decisions will be made and how conflicts will be resolved. As your group prepares a TPA, keep in mind that project reports will be evaluated on accuracy, presentation and creativity.

Specific items that should be addressed in the TPA include the following:

1. Performance Level. What does the group consider an acceptable performance level? A passing grade? The top grade on each group work?

2. Conflict Resolution. How are decisions to be made, especially when no consensus can be reached? Do team members accept the will of the majority? The most effective conflict resolutions occur when the team listens to all views in a dispute, and seeks an alternative that is acceptable to all parties.

3. Individual Responsibility. How will roles be identified for individual members? Each individual brings unique talents to the group, talents that should be encouraged. Should every member obtain working knowledge of all the concepts involved in the project? Remember that exams will test your knowledge of the material, individually.

4. Discipline. The TPA represents each team member's commitment to carrying out their share of the group work. How will the group deal with inferior performance by a team member, such as failure to show at meetings, failure to contribute to project solutions, etc.?

5. Communication. How will effective communication be promoted within the group? How will the group ensure that all members contribute ideas? That all members listen carefully to others?

A carefully prepared TPA can avert potential group problems and lead to a satisfying and enjoyable cooperation. **Good luck !**