There is no “I” in team, but there is in Intramurals
Learning Outcomes

1. Describe and define the purpose of a work team.

2. Identify ways to structure the functions of a work team to maximize student development.

3. Compare and contrast the strengths and weaknesses of an effective work team by analyzing staff performance.
Small Group Brainstorm

- What is “work?” What does our work in Campus Recreation entail?
- What is “team?” What does it mean to be a member of a team?
- What is a “work team”? 

What is a work team?

- BusinessDictionary.com: A group of employees that works semiautomatically on recurring tasks. Work teams are most useful where job content changes frequently and employees with limited skills and a specific set of duties are unable to cope.

- Team-Building-Leadership.com: In sport or in business or within the community, a "team" is defined as a group of people who collaborate or work together toward a common goal. A team implies synergy, meaning the whole is greater than the sum of their parts. The essence of a team is a common commitment, because without it, the members are simply a group of individuals.
### How does it work at Millersville?

<table>
<thead>
<tr>
<th>Before Fall 2012</th>
<th>As of Fall 2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Building Supervisors (5) lead teams</td>
<td>Each sport functions as its own work team</td>
</tr>
<tr>
<td>Assigned variety of sports and supervisors to work with</td>
<td>Marketing is its own work team</td>
</tr>
<tr>
<td>Different levels of expertise within sports assigned</td>
<td>Allowed supervising staff to choose sports</td>
</tr>
<tr>
<td>Responsible for everything within each sport</td>
<td>On two work teams with priority to one</td>
</tr>
<tr>
<td></td>
<td>Allows for flexibility within work team structure</td>
</tr>
</tbody>
</table>
Responsibilities

Work Team Assignments for Fall 2012

Work Team Checklist/Responsibilities
Millersville’s Hierarchy

Director of Campus Recreation

Intramural Coordinator

Graduate Assistants (2)

Building Supervisors

Supervisors

**Supervisors in Training

Officials
Expectations for Work Team Members

- [Work Team Assignments for Fall 2012](#)
- [Work Team Checklist/Responsibilities](#)
- Meet before, during, and after the season to check on successfully implementing the plan
- Allows for flexibility
  - Students can choose how much responsibility to take on within each work team
- Incentive program!
# How does it work?

<table>
<thead>
<tr>
<th>Strengths</th>
<th>Areas in Need of Improvement</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Allows for collaboration</td>
<td>• Overwhelms students if they take on too much</td>
</tr>
<tr>
<td>• Flexibility of responsibility</td>
<td>○ “Burnt-out effects”</td>
</tr>
<tr>
<td>• Utilizes everyone’s individual strengths</td>
<td>• Students may not buy into “work team theory.”</td>
</tr>
<tr>
<td>○ Develops transferrable skills, regardless</td>
<td>• One negative attitude can destroy the synergy.</td>
</tr>
<tr>
<td>of career focus</td>
<td>• Personalities may clash.</td>
</tr>
<tr>
<td>• Allows for more communication</td>
<td></td>
</tr>
<tr>
<td>○ Face-to-face, office meetings</td>
<td></td>
</tr>
</tbody>
</table>
What do you do on your campuses?

- What type of structures do you have in place to optimize student development?
- How do you manage your student staff to get the most out of them?
Questions/Comments
References

- http://www.businessdictionary.com/definition/work-team.html
- http://www.team-building-leadership.com/