Journal Notes – Global Enterprise Experience
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Group Dynamics & Team Effectiveness

Strengths:
- Able to come together as a group. Good personalities helped bridge the different cultures. Common commitment, purpose, goal, and time to achieve the goal.
- Exhibited and executed traits of a good follower and peer leader: coordinated well, sets/helps leader set boundaries, clarifies goals, motivates fellow team members, and volunteers to do any administration work on paper.
- Personal commitment to be a good team member: option-oriented, social, adaptable, tolerant.

Improvements:
- Tendency to push members to a decision if team is indecisive – practice consensus, emotional intelligence skills.
- Impatient when the team is behind schedule – be better at helping members stay on track. Not everyone wants to be pushed to the front. Practice letting others lead.
- Tendency to be indifferent if the team is disorganized – be patient and help the lesser skilled members and/or leader.
- Be funny more often. It breaks the ice.

Team Creativity & Innovation

Strengths:
- Able to deliver reports, writings, & other team products in a unique medium, online or hard-copy.
- Able to encourage teammates’ creativity by pointedly asking if they can volunteer to do logo, write a section, etc.
- Able to go to different members to familiarize on their skills.
- Able to promote creativity by volunteering samples of art, writing, etc. Giving team permission to think out of the box.

Improvements:
- Perfectionist attitude, takes too much time – be better at accepting “good enough” for those projects that just need good enough work. Not trying to win the Nobel or Pulitzer.
- Impatient if team member’s skills do not match assigned role. Be patient or request to swap roles.

Virtual Teams

Strengths:
- Friendly-Crazy personality comes thru easily on texts, chat.
- Assists leader in moving the team through the schedule in order to meet the goal.
- Asks questions when needed for clarity.
- Able to go to the leader for any team issues.
- Volunteers for tasks, particularly if incentivized by prize.

Improvements:
- Waits for others to volunteer for tasks, which caused a delay during this team report – suggest more collaboration on a web portal, sign-up list of jobs, or leader assigns roles.
- Hate the extended pauses of “no reply” in whatsapp chat traffic. Practice constant communication with teammates.
- Frustrated when teammates are unaware of schedule & pace is slow to meet goal. Move it along respectfully. Collaborate with leader on time management. This may be team’s only impression of me.

Cross-Cultural Management & Leadership

Strengths:
- Military background gave lots of practice on how to plan, practice, & execute the skills of leadership in cross-cultural setting. Ex: goal-oriented, persevering, social, collaborating.
- Able to mix well with other cultures & personalities, balance power & influence by focusing on equity, fairness in responsibility, & goals/objectives.

Improvements:
- Tendency to be impatient, hurt feelings in pursuit of a goal – practice respect & kindness. Practice public praise.
- Tendency to want leadership position, be aggressive. Practice shared leadership. Be humble.
- Tendency to be impatient with other cultures who approach tasks with caution. It appears slow or takes too long for a decision. Practice patience. Ask questions to move the group along. Pick up new skills. Learn a culture’s perspective.

Team Communication & Collaboration

Strengths:
- Able to write well, in any format.
- Able to work with teammates, whether virtual or on-site.
- Inclusive, sharing - gives credit for group work, unselfish.

Improvements:
- Tendency to overtake other teammates’ work if under-par, appearing to dominate team roles. Practice faith and confidence in teammates.
- Tendency to bullet-ize everything for brevity – practice writing in another format (e.g. formal report, blog) for variety.
- Tendency to exclude teammates who don’t contribute. Keep talking, chatting/texting all members. Practice inclusion.