Devereaux-Dering Group

1. What factors do you think are affecting this team’s cohesiveness? Explain.
	1. The factors affecting this team’s cohesiveness are lack of trust, lack of collaboration, and lack of communication. The groups negative feelings towards Brad Fitzgerald show that this team is not as effective as it could be. They see him as sneaky and only looking out for himself and always on his Blackberry. Brad never pays attention in meetings and hates when his team members give ideas. For a team to work there needs to be a free space of giving ideas, lots of trust and collaboration and communication. But the main factor affecting this team’s cohesiveness is lack of trust.
2. If you were the team leader, what could you do to bring Fitzgerald into the team more and foster better relationships among the team members?
	1. As team leader, I would need to make sure Brad collaborates with the other team members. This will include being more present at meetings, getting off his Blackberry, allowing his team members to give ideas, and realizing that he is a part of a team. In addition, I would enact an open door policy for everyone to be able to come to me if they have any problems or concerns.
3. As a team member, what would you do? Should the three members of the team confront

Fitzgerald with their concerns? Should they inform Kurt Lansing? Explain your answers.

a. As a team member, I would first go to Brad and voice my feelings before going to Kurt Lansing. But I would not go to him with the whole team because I don’t want him to feel like we are all ganging up on him. I would bring up my concerns regarding his nonparticipation in meetings, his animosity to other members ideas, and his constant attentiveness to his Blackberry. If we are not able as individuals to clear up our misunderstandings, I would then need to go to our boss, Kurt Lansing. This would only be last resort if we are not able to settle our differences because it would make create a lot of tension with Brad between the other team members.