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# Communicating in Teams

## Problem Based Learning

**Sustainable Public Buildings  
Designed and Constructed in Wood  
(Pub-Wood)**

Roger Howard Taylor and Vijoleta Sulciene, VIA UC  
Mindaugas Krutinis, SCC



VIA University  
College





# TOP SKILL SOUGHT BY RECRUITERS

- **Communication — *Oral/Written***
- **Interpersonal/Social**
- **Critical Thinking**
- **Leadership**
- **Teamwork**



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# TEAMBUILDING LESSONS FROM GEESE



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# TEAMBUILDING LESSONS FROM GEESE

- **Why do geese fly in a V formation?**
- **What happens when a goose falls out of formation?**
- **What happens when the lead goose gets tired?**
- **Why do geese in formation honk from behind?**
- **What happens when a goose gets sick or wounded?**



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# WHAT IS TEAM?



**A team is a unit of two or more people who work together to achieve a goal. Team members share a mission and the responsibility to achieve it.**



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# TYPES OF WORKPLACE TEAMS



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# OVERVIEW OF THE TEAMS

ADVANTAGES	DISADVANTAGES
Information & knowledge	Groupthink
Diversity of views	Hidden agendas
Acceptance of solutions	Free riders
Performance	High costs



# TEAM DECISION MAKING

- Orientation
- Conflict
- Brainstorming
- Emergence
- Reinforcement



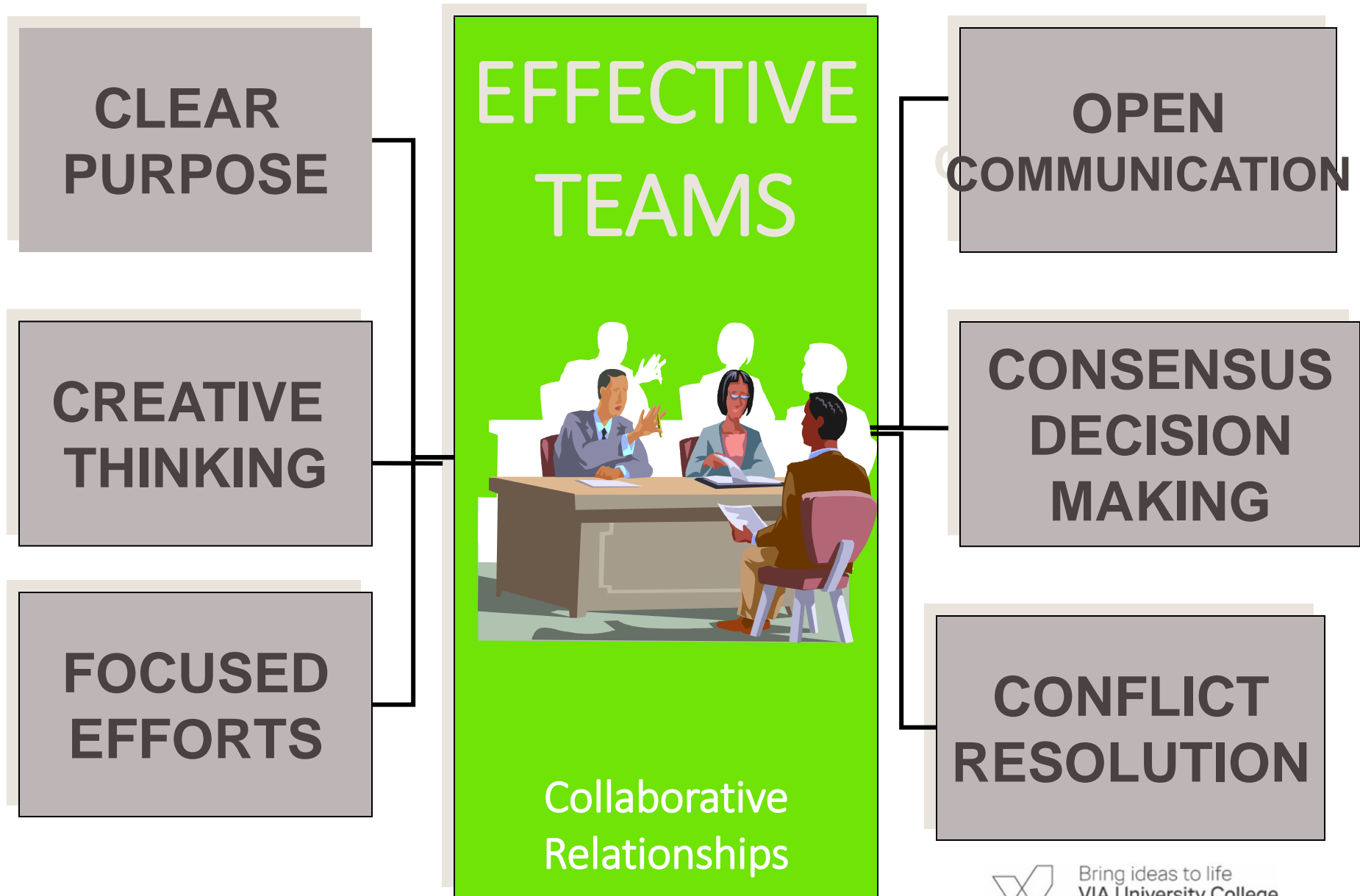
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# ROLES PEOPLE PLAY IN GROUPS

SELF-ORIENTED	GROUP-MAINTENANCE	TASK-FACILITATING
▪ Controlling	▪ Encouraging	Initiating
▪ Withdrawing	▪ Harmonizing	Information seeking
▪ Attention seeking	▪ Compromising	▪ Coordinating
▪ Diverting		▪ Procedure setting



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# CONFLICT IN TEAMS



**Scarce Resources**



**Task Responsibilities**



**Poor Communication**



**Attitudes and Values**



**Power Struggles**



**Conflicting Goals**



# OVERCOMING RESISTANCE

**Express understanding**

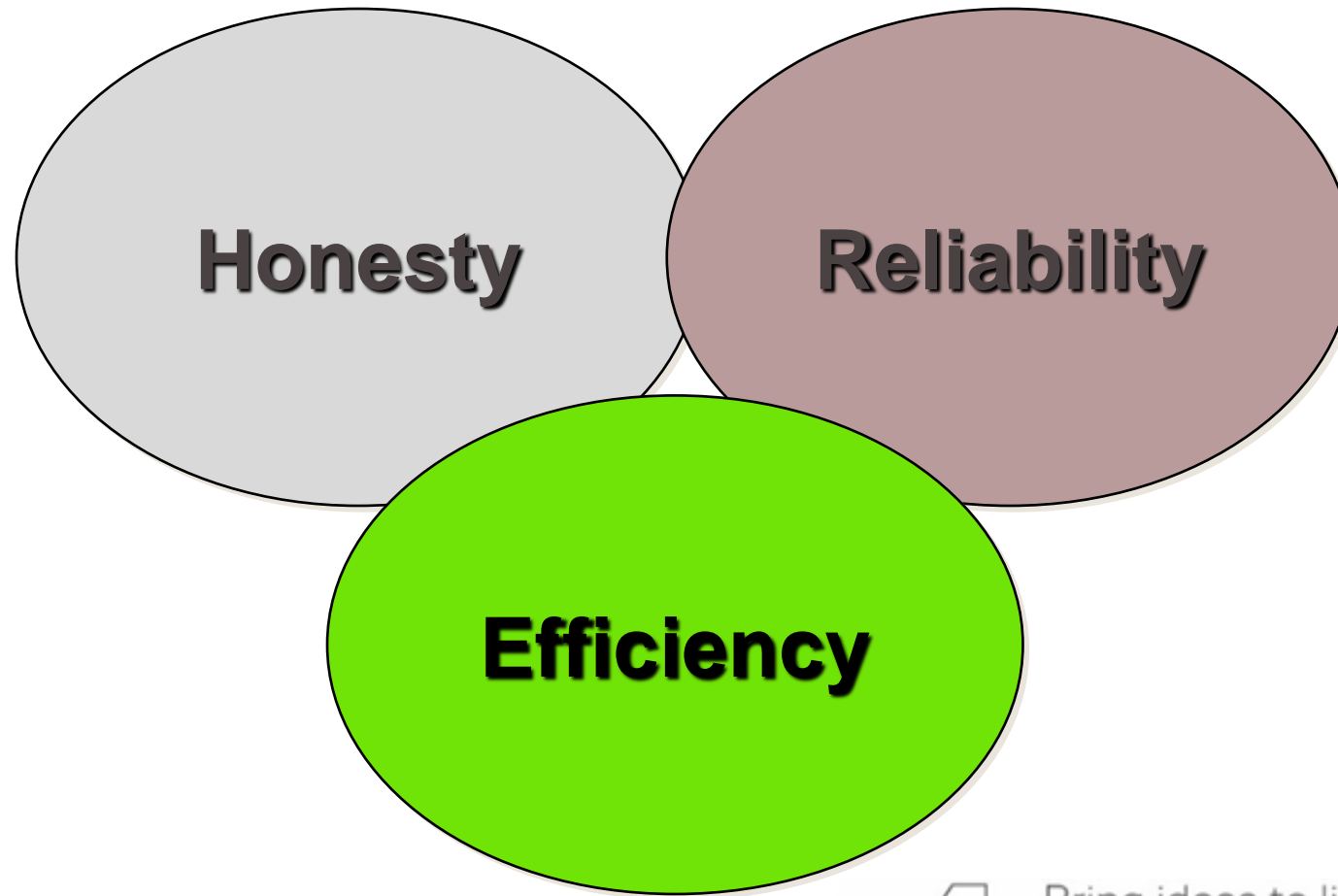
**Raise awareness**

**Evaluate objections**

**Withhold arguments**



# NONVERBAL COMMUNICATION



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# TYPES OF NONVERBAL COMMUNICATION

<b>FACIAL EXPRESSIONS</b>	<b>GESTURES AND POSTURES</b>
USE OF TIME AND SPACE	VOCAL CHARACTERISTICS
TOUCHING BEHAVIOR	PERSONAL APPEARANCE



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# FORMING GROUPS





# WORKSHOP GROUPS

- Students work in groups of 6 students
- Your group name is picked from a list of the 100 most endangered animals on our fantastic planet.
- Please surf the net and find information on “your” animal and remember when it is gone, we have lost something special.





# GROUP'S NAME

Each group is named after adopted an endangered animal





# Aye Aye GROUP

## Column & beam system, Laminated Veneer Lumber (LVL)

	NAME OF THE STUDENT	UNIVERSITY



# STRENGTHS AND POTENTIAL WEAKNESSES OF THE DIFFERENT ROLES IN A TEAM

ROLE	STRENGTHS	POTENTIAL WEAKNESSES
DIRECT LEADER	Decisive Consistent Gives clear directions Persuasive – gets the other to do what they want to do	Stubborn Talks too much Overrides opposition Doesn't trust people
COLLABORATIVE LEADER	Participative – gets everyone involved Aims for consensus – important that people agree Good listener	Can look as though they are indecisive – not know what they are doing Too trusting Can be too democratic does not give good leadership in a crisis / under pressure





# STRENGTHS AND POTENTIAL WEAKNESSES OF THE DIFFERENT ROLES IN A TEAM

ROLE	STRENGTHS	POTENTIAL WEAKNESSES
CHALLENGER	Assertive Asks good probing questions Persistent – keeps on and on High standards – won't tolerate substandard work	Upsets people “gets their back up” Pressures people Can appear to be negative Insensitive to people's feelings
DOER	Businesslike Focused on results Resolute – keeps going “No-nonsense” style	Nags people Often lacks a sense of humor – seeing the funny side of things



# STRENGTHS AND POTENTIAL WEAKNESSES OF THE DIFFERENT ROLES IN A TEAM

ROLE	STRENGTHS	POTENTIAL WEAKNESSES
THINKER	Has lots of ideas Builds on / develops other people's ideas Analytical Good problem solver	Worries too much Analyses too much Needs time to think things over/through Prefers to "play with ideas" rather than making a decision – Actually DOING it
SUPPORTER	Friendly Open about own feelings Sensitive to other people's feelings Good at getting good relationships with many different types of people	Uncomfortable with conflict – avoids it. Looks for the others approval "Bends with the wind" Needs to be popular - liked



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# Communicating in Teams

Project Based Learning AND  
INTRODUCTION

**Sustainable High-Rise Buildings Designed  
and Constructed in Timber (HiTimber)**

Lisbon, 24/03-6/04/2019

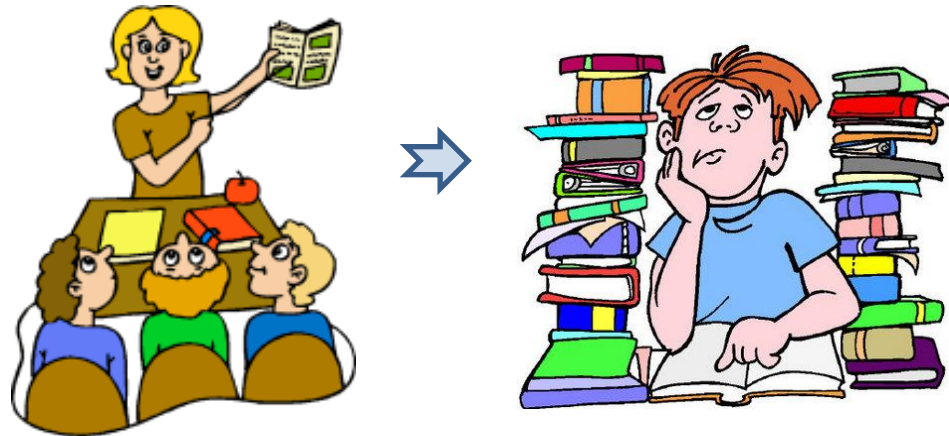
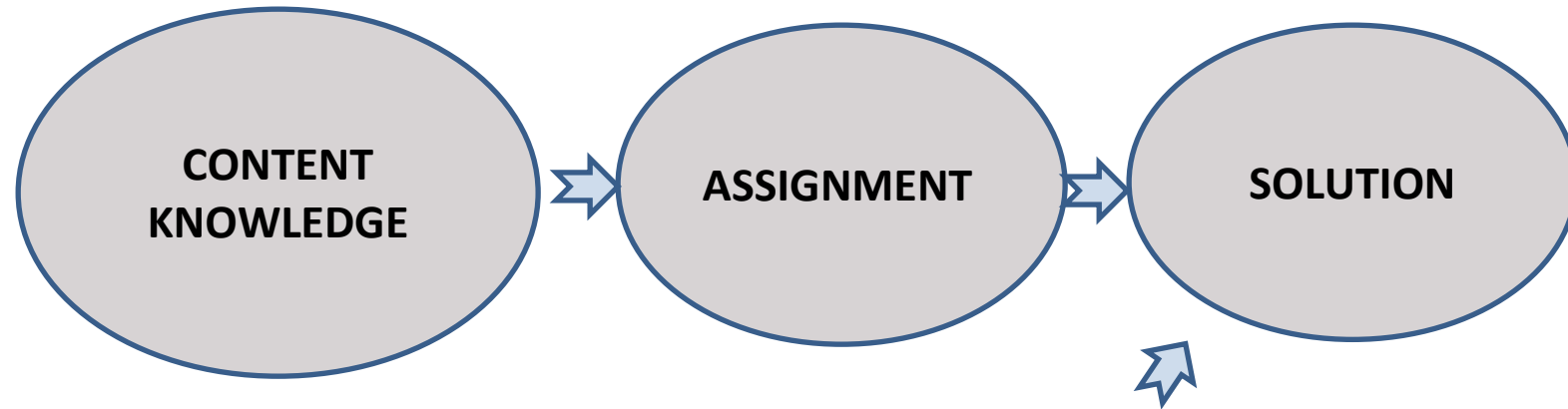


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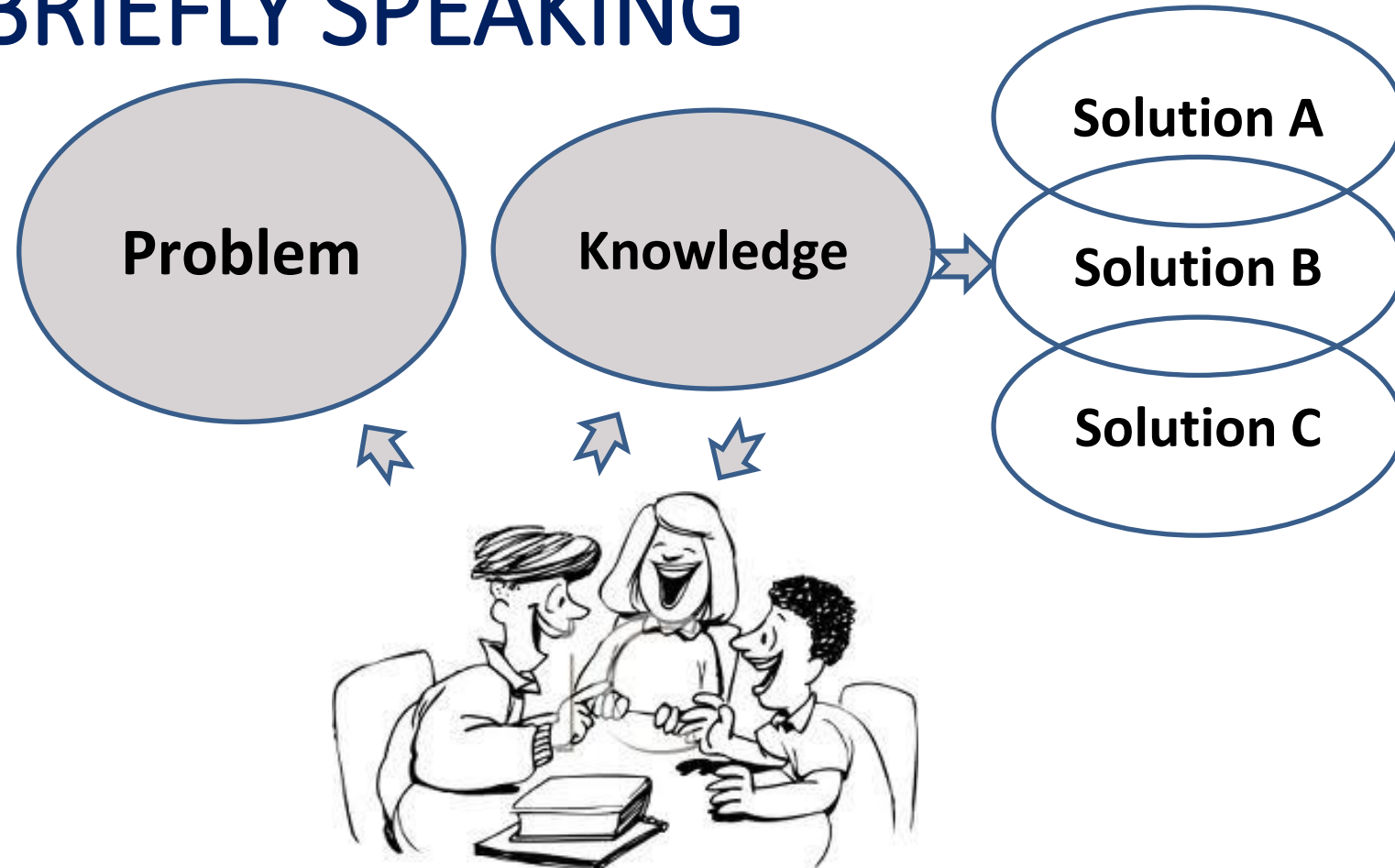




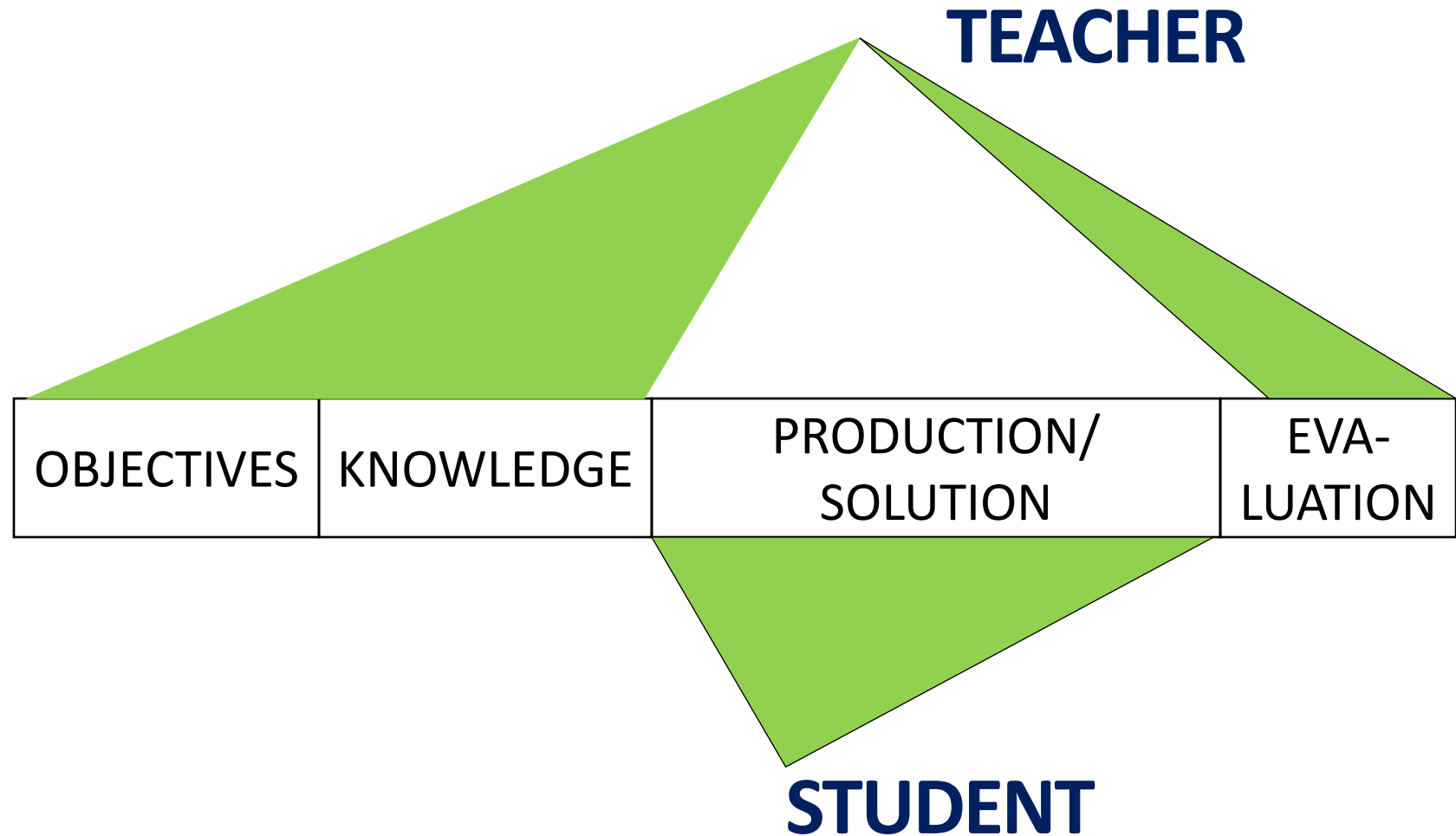
# Instruction based learning



# PROBLEM BASED LEARNING BRIEFLY SPEAKING

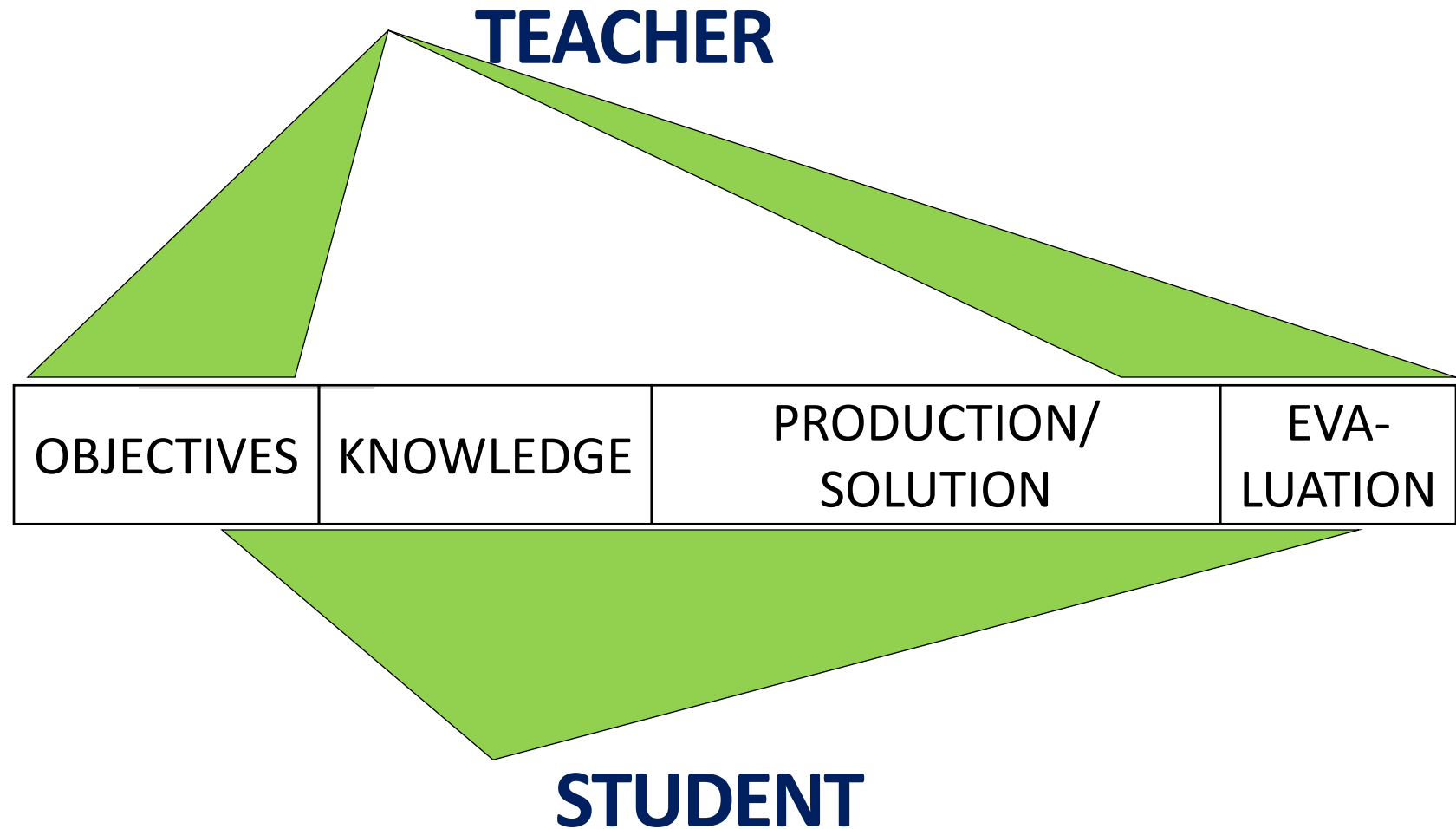


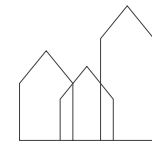
# ORGANISING PERSPECTIVE INSTRUCTION BASED



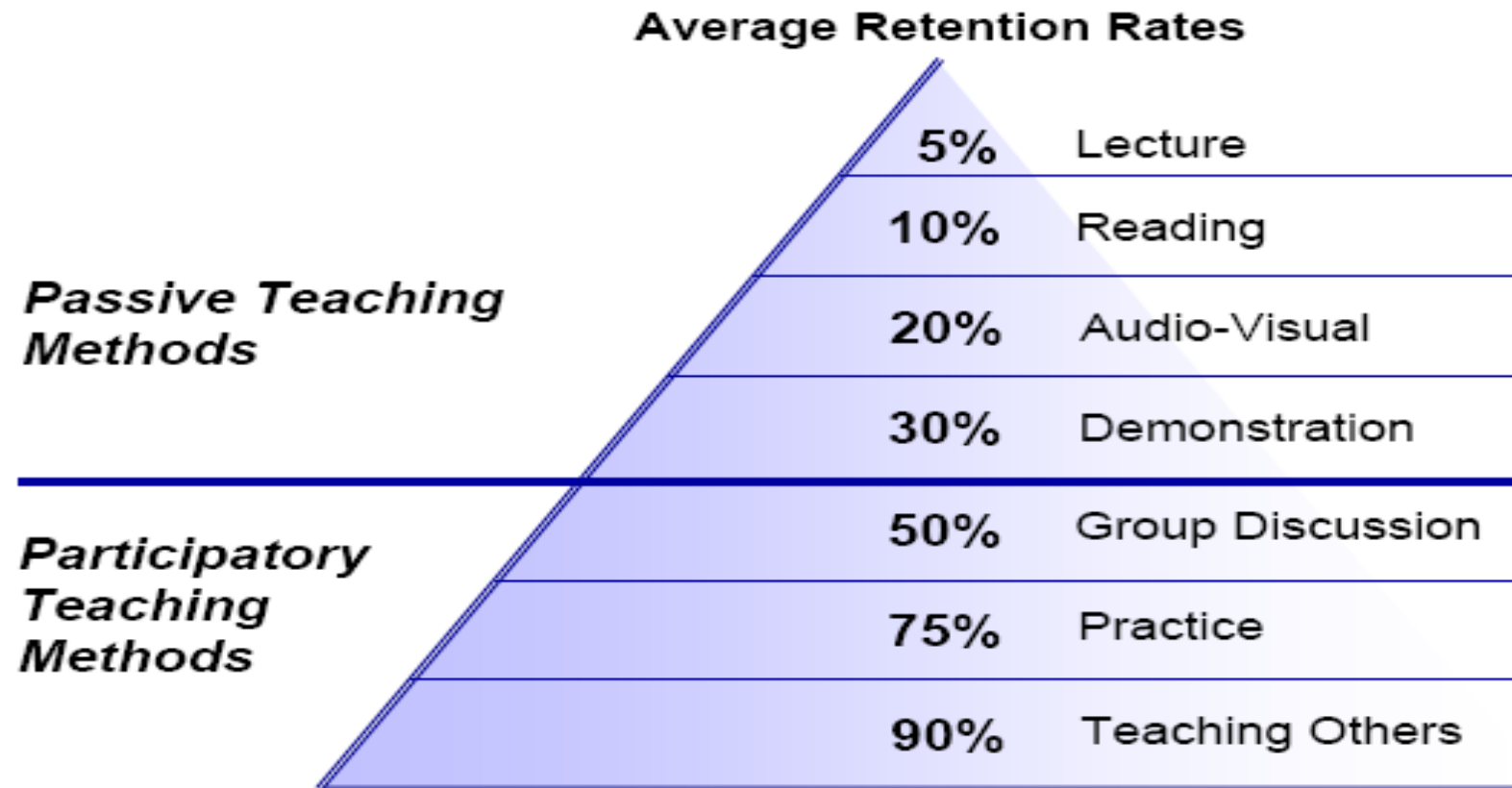


# ORGANISING PERSPECTIVE INSTRUCTION BASED





## The Learning Pyramid\*



\*Adapted from National Training Laboratories. Bethel, Maine



# **QUESTIONS AND COMMENTS**