



this model. Each person's performance is easy to evaluate. It works well when the tasks are repetitive and the rules are well known. Traditional supervisor/employee relationships are often organized as a functional team.

Teams organized around the functions of the business work well with this structure. For example, situations where one person is responsible for accounting, another for operations, and another for financial management are best handled with a functional team.

### **Hierarchy Team**

With a hierarchy team, the team members work in unison. The team requires someone to lead and direct them. An example is an orchestra or a football team. The team requires someone to lead them like a conductor or a quarterback. Also, the team requires a score or a set of plays to be successful, and may require rehearsal to function properly.

As with the functional team, each player has a fixed position. The tuba player does not take over for the clarinet player. However, they play as a team. Each coordinates his or her part with the rest of the team. The success of one player depends on the actions of the others.

Activities that need coordination of several people to accomplish a task in an efficient manner during a short time period are often recognized in this fashion. Every team member works independently but is tightly coordinated with other team members. One person acts as leader to organize and direct the team.

A hierarchy team has great flexibility if used properly. It can move very fast and is very good in situations where a task must be accomplished in a short period of time.

### **Organic Team**

This team is similar to a doubles tennis team or a basketball team. Each person has a preferred rather than a fixed position. The teammates cover for each other. They adjust their play to accommodate the strengths and weakness of each other. Often the most valuable person on an organic team is the person who can play any position.

A well functioning organic team is the strongest type of team. It displays synergy—the results produced by the team are greater than the sum produced by each individual team member. Synergy occurs because the team uses the strengths of each member while minimizing the weaknesses of each. However, to be successful, this type of team requires substantial self-discipline. It also requires the team members to make their egos subservient to the welfare of the team.

The organic team is often used in situations where all of the team members know how to carry out the responsibilities of each of the team members. This type of team involves an intimate knowledge of the other team members. Team members who have worked together for a long time often function as an organic team. However, if one person persists in being in charge, or if teammates will not support each other, an organic team will not function properly.