

Working Effectively in Interdisciplinary Teams Factions

Let's move on to our 4th scenario. This is the case of factions. This can be found on page 31 of the Participant Guide. Please take three minutes again to brainstorm with your team to develop ideas that you would recommend to resolve the issue shown.

Great. We're back. Once again we would like to hear from you. We'll turn the green light on. Who would like to go first? Tonopah?

Tonopah.

Was that Tonopah?

Yes, it was.

All right. Go ahead.

I've been told to tell you that we have 11 out of 15 people in our office here, and we want a "Gumby." Regarding this scenario, we came up with several things. One was to revisit the ground rules and redefine people's responsibilities. Get a facilitator, an objective facilitator in. Speak with Kelly to figure out what motivations are and try to get him back. And try to find common ground for everybody on the team so we have a basis from which to start.

Thank you very much. That was a great job. You had some good discussion. Who else would like to add a discussion?

This is Safford.

I'm from Medford.

Let's go with Safford.

This is Safford. We like the idea of rotating the lead, so we're going to make Kelly the Team Lead for the next six months. Also we would like to know a list of his priorities and how his staying at his desk actually benefits the team.

Okay. Medford, go ahead.

This is Tim from Medford. We decided to have our team meetings at Kelly's desk.

At Kelly's desk. Okay. That must have been Tim Gonzalez, I would suggest. He is one of the fun guys on your Soaring Eagles team.

That's right. Hi Tim.

Let's hear from another office. How about somebody from Utah, Wyoming or Montana?

This is Linda from Salmon.

Go ahead, Linda.

One thing you could do is make these members know that the fact that they may not agree is a good thing. Like you said before, conflict is healthy, and that they actually do represent opposing views in the public. So working out what decision they would come up with as a team will probably be the best decision, and if you can convince Kelly of that, then he may come back to the table.

As long as it's done in a direct, honest and respectful way, right? Just like Linda said, in an assertive communication style.

Again, and diversity is that really important part. I like to see that diversity happen as much as possible.

If can I make one last comment, remember, regardless of what our personal preferences are in this case, if the team has come one a goal for the project, they know the mission, the direction or vision of the team, that determines where they go with the decisions.

All right. Anybody from Wyoming, Nevada or Utah? We'd like to hear from you now. Anybody in Vernal? Did they come one a suggestion? How about Worland?

How about our fax?

This is Dennis from Wyoming.

Hi, Dennis. Go ahead.

One of our ideas was to try to broaden out the range of alternatives and make the people compromise a little more, mix up the factions and make them work in other alternatives that has a broader range of perspectives while keeping your factions with their own alternative but have more alternatives.

Great comment. Sometimes we get into a bit of a routine of not just having enough on the table that's to consider, don't we? Karen or Jude, any comments you would like to add?

No, I they've covered it well.

K. Kelleher: I agree.

Any other last thoughts from the field?

This is Mark from Albuquerque.

Hi, Mark. Go ahead.

We were saying that maybe using some of the more neutral people in the group as

mediators might help. Those people have put aside their personal feelings, perhaps, and they might be able to help.

All right. Thanks a lot, Mark.