

Working Effectively in Interdisciplinary Teams Management Support

Let's move on now. We have the third scenario and this is the case of management support. This can be found on page 30 of your Participant Guide. Again, please take three minutes to go over it with your group and we'll be back to you in a few minutes.

We're back again and we would like to hear from you now. We'll turn the green light on again. So --

This is Bonnie.

Bonnie, she wants a book or something doesn't she, or a "Gumby." Go ahead, Bonnie.

I'm from the Safford Field Office. We have actually about 28 people. We did a recount.

What's your comment today?

One of the things is to look back over again on your project management --

Could you move back -- Bonnie, could you move back a little bit from the mic? You're just overpowering us here. Go ahead again, Bonnie.

I had a response to that, but I decided not to give it. To look at your priorities again and

talk that over with your manager because usually their priorities are your priorities. Also to revisit the time line and talk to the manager about the time line they established and how they had to change because of them being late. One comment was to fire the manager. My comment was, "hey, chill out, it all pays the same."

Have fun, I guess. Let's have another comment.

This is Taos, New Mexico. One of the things we talked about was very similar to what the lady just mentioned, but we feel that documenting the consequences of pulling two team folks off and providing that to the manager with some potential scenarios as options and letting the manager determine whether the project should move ahead on schedule, whether we fill in behind those folks or whether we all be jumping off the wagon and going back out and doing other high priority work. Those could all be options, with you but let the manager decide the consequences and make the necessary adjustments.

Exactly. Gets back to good communications and clearly identifying what the implications are and getting management buy-in. Let's get another comment on the scenario.

Taos again, we just want to let you know we're all very proud Sponge Bob Square Pants supporters.

We'll talk to the management about getting some of those. Who else has a comment?

This is Evelyn from the Salmon Field Office. We have a large percentage of the population of Salmon here. Our response to this scenario is that we felt that the team should have moved on with the issues they had already identified instead of waiting for the manager to give a yea or nay. That way they at least could have gone on with analyzing or developing alternatives based on what they had already felt were the primary issues.

There's a self-directed team, forgetting the manager --

They have obviously been empowered there, Jude. That's empowerment. Anyone else like to add something on this one?

Yeah, this is Pocatello. We got 47 folks here. Okay. We've been talking about what the team can do, but I think it's also in going back to the respect. The field office manager has a duty to explain to the team exactly why he's delayed that decision so that they understand, and then we could do what the Salmon Field Office suggested, is move on with other aspects.

That's a very good point. Communication is a two-way street. What do you think manager?

Absolutely. I think one of the critical pieces of good project management is to maintain that communication with the manager all throughout the process, and you've heard this before, you'll hear it again, communicate, communicate, communicate. And one of the things that the manager knows, I'm sure, is that they've made a commitment to

an annual work plan as well, and the production of the end product is as much in the way their performance evaluation, it's going to reflect there, too. So make sure that you can communicate with that manager in that process that you don't hit that deadline and nothing is there.