

## Week 4 Discussion: High-Performing Teams

All Sections

**Read the introduction. Then complete Part 1 by Sep. 22nd and Part 2 by Sep. 25th.**

This discussion is required for all students. For detailed information about how we'll grade this assignment, [see the discussion rubric](#).

### Introduction

In last week's lecture, you learned about five strategies for building a high-performing team:

1. Develop a deliberate communication strategy.
2. Create a culture of learning.
3. Build genuine connections.
4. Give and receive kudos.
5. Support psychological safety.

Before you complete this assignment, review the lecture slides and think back to these recent readings:

- Delizonna, L. (2017). [High-performing teams need psychological safety. Here's how to create it](#). *Harvard Business Review*, 24(2).
- Woolley, A. W., Chabris, C. F., Pentland, A., Hashmi, N., & Malone, T. W. (2010). [Evidence for a collective intelligence factor in the performance of human groups](#). *Science (New York, N.Y.)*, 330(6004), 686–688.

During our next class session, we'll debrief this discussion. You'll also apply these ideas as you form your final project teams!

### Part 1: Make a Connection

**By Sep. 22:** Connect course concepts related to high-performing teams to your own lived (and observed) experience. In 100-200 words, respond to **one** of these prompts:

- A. Think about an experience you've had working on a high-performing team (here at MIT Sloan or previously). **First**, describe the team and its context. What did the team achieve? What

challenges did it overcome? **Second**, describe how the situation on this team aligned with what you've learned about high-performing teams. Note: Do not include any identifying information about team members (including names and job titles).

B. Think about a high-performing team that you've learned about through reading or research (here at MIT Sloan or previously). **First**, describe the team and its context. What did the team achieve? What challenges did it overcome? **Second**, describe how the situation on this team aligned with what you've learned about high-performing teams.

## Part 2: Respond to a Peer

**By Sep. 25:** Read some of your peers' responses and think about how different high-performing teams can look in the real world. Then, in 30-150 words per response, reply to at least two posts from your classmates in this discussion. In your reply, include

- at least one comment or reaction to their post;
- at least one question about their post.

Make sure your response is thoughtful, civil, and adds something constructive to the conversation.

