Team 3 Executive Summary

Team SWOT

At the start of the semester we felt we had a good idea of our strengths as a team. Three of our team members have technical backgrounds and two members have business backgrounds. We all also are fairly easy going and all are had similar commitment levels to this program and expectations of team members to team projects before the team was formed.

We also thought we knew our weaknesses; however, going through the EY case and the first Case Analysis module case we discovered what our weaknesses really were. We are not confident in the financial aspects of the projects and as a result we seem to spend more time on the financials than is beneficial for the projects. Only one team member has really focused on them so far and we plan on rotating who is responsible for that area but also going over it as a group so we can all help with it and learn together. We also all get tired or have similar views on how to plan out what work to do when. While this is a positive in that we don't have conflicts regarding scheduling, its more been a negative because a few times we all felt like we could push something off when we probably shouldn't have. We are all trying to focus on improving this individually, but since we have identified it as a team weakness as well, we have both accounted for it in planning as well as challenged ourselves to be more proactive at not letting this happen on its own.

As mentioned before, moving forward we will be sharing the workload with finance and all being involved in it in order to all gain more experience. Another opportunity we have is to spend more time with feedback. This would involve sitting down as a team after case and assignment feedback to discuss, as well as speaking to professors as a team to hear overall feedback collectively. Spending more time focusing on the result of our work will allow us to improve our deliverables in the future.

Finally, we realize that having 75% of the group going through recruiting isn't ideal. Luckily, we aren't all competing for the exact same positions so we shouldn't have inter-team drama from that standpoint. We are mitigating this threat by planning ahead, which also we are using to mitigate our weakness of being lazy at the same time. In the future as we work on expressing our opinions and juggle working and recruiting it is likely we will have disagreements. By keeping open lines of communication and scheduling when we will work on each part of each assignment we believe we can mitigate this risk.
Team Skill and Survey Results

We conducted a survey to see where every member of our team stands as far as skill sets in different categories. The three categories are soft skills, team skills, and technical skills. In order to build the survey, we listed skills for each category that we see as the most important. Then, we ranked ourselves, and our teammates in order to get an average rating for each skill. Below are the results.

Overview

Overall, our team excels at team skills. We are a very strong team as far as communication, honest, and collaboration goes. We lack technical skills and soft skills in certain areas. Although we scored lower in those two categories, we do not believe this puts us at a disadvantage. This allows us to grow and become a better team because of it. Below is a graph of our overall rankings in each category.

Performance Review

We have already had a number of assignments in our modules. We performed well at the EY case, however received the lowest grade for the first Case analysis. In order to track our performance, we used our case study grades as the measurement. Below we have listed the grades we have received so far, as well as the grade that we wish to receive.
Short Term and Long-Term Goals

Our team has room for improvement. We are aware of what skills our team should build, as well as areas in our habits that should change in order to improve our grades and understandings. We have listed our long and short-term goals that will help our team achieve these changes. Below is a list of these goals.

**Short Term Goals**
- Schedule what day we will work on each assignment
- Spend at least one hour reviewing feedback and project workflow after each deliverable
- Switch roles, specifically the financial role on each case
- Practice group presentations as if we are presenting to a class

**Long Term Goals**
- Improve our grades on case analysis presentations
- Balance recruiting and group work
- Improve our presentation skills
- Support each other getting through the program
- More group bonding activities and meals together

In order to improve as individuals and as a team we determined the long terms goals we felt were most important to achieving success in the core. From our long-term goals, we determined short terms goals that will allow us to achieve our big picture goals. As our team progresses through each assignment we will evaluate our goals and determine how to improve or modify the goals to reflect our progress.

Due to the number of assignments we believe it is important to schedule what day we will work
on each assignment. By scheduling our work time, we will have less stress and allow for improved balance between work and recruiting. Reviewing our feedback is something we have not focused on. By spending at least one hour reviewing our feedback and how we worked during the project we will ideally improve our grades on case analysis presentations. Switching roles and giving each team member the opportunity to work on finances will allow us to improve our individual finance skills and our ability to adapt. Additionally, practicing our group presentations seriously will allow us to improve our grades and our presentation skills. By committing to achieving our short-term goals we will achieve our long-term goals and bond as team.