

Desert survival assignment



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The following is a list of goals the online. To demonstrate that teams are able to produce decisions superior to individual decisions. The phrase “two heads are better than one” sums up synergistic decision making—the concept that groups of people working together make better decisions than individuals working alone. The Desert Survival Situation enables participants to experience this phenomenon first hand. [pic] To teach the interpersonal and rational skills involved in synergistic problem solving. Synergistic problem-solving is function of: 1) Working with others cooperatively; and 2) Using the knowledge and expertise of members to rationally plan a course of action. Working together to complete the Desert Survival Situation allows participants to practice and study the use of both interpersonal and rational skills. [pic] To demonstrate the challenges and pitfalls of working in virtual teams.

One of the key advantages of virtual teaming is the ability of an organization to leverage competencies and skills from geographically dispersed members. As a result of this great diversity of experience and skills, virtual teams are often considered to have the capability to solve very complex problems and open up possibilities for substantial process creativity and innovative solutions. At the same time, managing virtual teams is not without its challenges. In this exercise, we will explore the unique challenges in managing virtual teams versus a face-to-face team. [pic] To facilitate examination of group dynamics. Using the written record of the teamwork discussion (a group “memory”), groups can explore the interpersonal aspects of their behavior and the rational skills they used to solve the problem. In addition, during the debrief phase of the exercise the instructor

will pose questions to help diagnose team effectiveness. [pic] To provide constructive feedback on team performance. The Desert Survival Situation provides the opportunity for immediate and specific feedback on how well teams performed.

By identifying group process strengths and weaknesses in a non-threatening environment, members of intact work team can modify the way they work together to improve performance on the job. Overview In this simulation, you are a member of a group that has survived a plane crash in the Desert. Your group is left with 15 items from the crash, and your challenge is to rank those items according to their importance to your group's survival. At the end, each group will evaluate an objective measure of their performance.

Because very few people have ever found themselves stranded in the Desert, the problem is one about which group members usually know little and therefore, each group starts out on equal footing. Differences in performance across groups will primarily reflect differences in group process rather than differences in the expertise of the members of various groups. Admittedly, the Desert Survival Situation is a simulation and not reality. As a manager, hopefully you will not find yourself having to react to such a life-threatening situation with individuals with whom you have limited experience.

However, managers have found that simulated scenarios provide them with an opportunity to: [pic] Experiment with and practice new influence tactics without the anxiety of having “ real money” on the line [pic] Gain feedback on the impact of their influence styles on group culture and performance.

This simulation is especially useful to managers, because they find it more difficult to assess their impact on group phenomena than on individual motivation and performance. You and your fellow group members will be asked to act under three conditions analogous to those managers face every day: You must make important decisions from incomplete and often ambiguous information and must live with imperfect solutions. The problem you are trying to solve is urgent, and you will have to cope with the stresses associated with working under pressure. Although you may have worked extensively with some of the members of your team, others are largely unknown to you. In this regard, this exercise perhaps simulates most closely a newly instituted cross-functional task force. How the Simulation Will Unfold You will be notified of your assignment to a team prior to the start of the exercise.

Although the exercise does not take place until Week 4, this gives you several weeks to establish a communication protocol among team members. This is important so that when we start Week 4 and the simulation, you are ready to go. There is a collaboration phase that requires you discuss the exercise and reach consensus as a team. If you can't communicate with each other, then you can't fully participate in the exercise. This exercise will proceed in three phases. Each phase has a distinct start and stop time.

I have also created a suggested timeline for accomplishing the important steps in this exercise. The timetable can be found at the end of this document. [pic][pic] Phase II Individual Ranking [pic] Access the Desert Survival Situation website: at http://www.survey-server2.com/desert_university/. As a first time user, you'll need to activate your <https://assignbuster.com/desert-survival-assignment/>

account. And select the class section and enter the Proof of Purchase code you received when you purchased your course materials. Your first goal is to create your personalized account using this information. [pic] If successful at activating your account, the system will ask that you choose a personal account name, password, and to link this new account to the appropriate team within the list provided. [pic] The list should contain the exact team identifier you have been provided (e. g. , Team Red, Blue, Team 1, 2, etc.) Select that team! Names and Passwords can only include letters and numbers and cannot contain spaces. I suggest that you use your email account since that is the only way you can be sure that nobody else has used that name before.

Please remember your name and password and ONLY register ONCE! [pic] Carefully read the background information by clicking on the “ Sonora Desert Facts” button before attempting to solve the problem. • You will always access the simulation using your own code and password by clicking on the “ Click here” link under the “ Already activated” section of the simulation home page. • Now that you are signed in, read all the information available in “ The Situation” and “ Decision Making. ” With the Real Video Player, you can view the digitized video that accompanies the text. [pic] Follow the instructions explained in the “ Personal Rank” module and rank order the items from “ 1” to “ 15,” according to their importance to your survival. Try to accomplish this on the 1st day of the course week. NOTE: do not share your personal ranking with your team in advance of the actual team discussion of the items. Also, you cannot change your personal ranking after you begin team discussions. Do not discuss items or ranking in the threads

until the debrief phase of the exercise (usually by Thursday or Friday of the week).

NO OUTSIDE RESEARCH IS PERMITTED. • You will need to take the initiative to contact each of your team members to arrange a time and method of meeting to work on Phase II of the exercise. [I have placed information at the end of this note on a " free" conference call system a student in a previous class brought to my attention you might consider investigating.] Phase II Discussion + Team Ranking [p[pic]se the chat room, email or teleconference to discuss the group's decision and reach a consensus on how to rank order the 15 items.

Please be yourself during the exercise; there is no need for role-playing. [N[Note: if after all reasonable effort is made to bring in all team members and still one member does not " show," then proceed without him or her.]OTE: At no time should the team members consult the internet or outside sources in completing this activity. [pic[pic]n the group discussion is complete, rank the 15 items in the order of their importance to your team's survival. EACH TEAM MEMBER MUST record the group's decision by inserting the appropriate ranking in the textbox preceding each item in the list.

You can " tab" between the boxes if you wish. When done, click the submit button below the list. If submitted successfully, you will receive a confirmation of your group ranking. It may be a good idea to print this confirmation to show your team members. [Not[Note: The exercise can not proceed to Phase III if all team members have not entered the group ranking in his or her personalized account.]c[pic]n the group reaches consensus on

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the ranking of the 15 items, you will have automatic access to the Expert Rankings and Scoring Reports.

I would like to see ALL teams complete their ranking NO LATER THAN Thursday. We will reserve the remaining days of the week to debrief the exercise. If we all finish our ranking before Thursday, we can begin debriefing the exercise, which is the most important part to your learning. Phase III Exercise Analysis + Debrief [pic][pic]n granted access, review the Expert's rankings [pic][pic] module information describes the facts behind the Desert Survival Situation and presents the expert's ranking of the 15 items, as well as the rationale for the ranking.

To support the presentation of these facts, two digitized video segments are available in this section, the former presents the facts as they appear in text and the latter depicts the expert's ranking and rationale. The videos require the Real Network video plug-in. [pic][pic]iew the Scoring Reports. [pic][pic] instructor will then summarize all team results, explain the rationale behind the team formation, and facilitate a discussion and learning points from the exercise in the course threaded discussion area. I will also provide you with the results of the Groups Styles Inventory. Suggested Milestones for the Survival Exercise

ACTIVITY	DAY OF WEEK	
Establish communication protocol*		See class handout
Individual rankings deadline	"	
Team rankings deadline	"	
Debriefing in threads	"	

* Start talking with each other via the threads, chat room, or teleconference. Free Conference Calling Service Instructions for use 1.

Only one member needs to sign-up for the service. 2. Visit <http://www.easyconference.com> or www.freeconference.com and click on sign up. 3. Enter the necessary information. 4. Upon Completion, the user will be provided with your own personal conference dial-in number. 5. All users then call the number and enter the extension to join the conference. [pic[pic]

————— Consensus Defined Consensus is a cooperative process in which all group members develop and agree to support a decision that is in the best interest of the whole. In consensus, the input of every member is carefully considered and there is a good faith effort to address all legitimate concerns.

Consensus has been achieved when every person involved in the decision can say: “ I believe this is the best decision we can arrive at for the organization at this time, and I will support its implementation. ” What makes consensus such a powerful tool? Simply agreeing with a proposal is not true consensus. Consensus implies commitment to a decision. When group members commit to a decision, they oblige themselves to do their part in putting that decision into action. Consensus is also a process of discovery in which people attempt to combine the collective wisdom of all participants into the best possible decision. Consensus is not just another decision-making approach. It is not a unanimous decision in which all group members’ personal preferences are satisfied.

Consensus is also not a majority vote in which some larger segment of the group gets to make the decision. Majority voting casts some individuals as “ winners” and others as “ losers. ” In consensus everyone wins because shared interests are served. Finally, consensus is not a coercive or

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manipulative tactic to get members to conform to some preordained decision. The goal of consensus is not to appear participative. It is to be participative. When members submit to pressures or authority without really agreeing with a decision, the result is “ false consensus” that ultimately leads to resentment, cynicism, and inaction. Source: Extracted from Dressler, L (2006). Consensus through Conversation. Berrett-Koehler Publishers, p. 4.