

Everest simulation



**ASSIGN
BUSTER**

The purpose of this paper is to explain how I utilized my skills to contribute to the teams' common goals. The correct use of my and every other member's skills was crucial to succeed in the Everest Simulation. In a team of five people, I was the Team Physician. The challenge was to align different private and group goals and maximize total outcome. Consequentially, the Simulation proved to be a steady trade-off between personal goals and group objectives.

1. What lessons did you learn about how to build, participate in, and lead teams more effectively? I believe that it is really important to know each other and each other's ways of thinking. If you possess the ability to read people, you can see at which point they follow their private goals as compared to the group goals. This skill proved to be very useful in the simulation. Further, when you are part of a team and take this call to teamwork seriously you are just part of a puzzle. You should recognize that your opinion is not the only truth, rather it is just a part of many opinions and finally the leader and the team itself have to decide which path to go.

In my opinion we worked as a team. We understood each other's analyzed all together and then took actions according to the consensus. To me this is the only way to work in a team. The decision making progress is consequentially very different in a team than in a group, since you have to make many trade-offs to achieve consensus. 2.

How do teams solve problems and make decisions more effectively in difficult situations when members have different information and opposing interests? Everest methodology simulates real life situations, because you

will always have to work with people in different roles. I do not think that is a problem but rather a necessity of the modern ways of life. You have to learn how work with people with different opinions and different goals and still retrieve some value for yourself or the team. When the simulation was running, and each member received new information, we knew that information was key to the group's success. When one had information that was useful to the decision making we shared this information. Hence, we knew that we were on the right way because we utilized all information possible.

3. How can teams improve the way that they make decisions? Groups should not work like a group; they need to work as a team. Herein lays the difference between success and the failure. Evan predicted the weather like a real meteorologist, which helped us to take some good decisions at the right time. Online tools like health status, mental acuity, frost bite risk and altitude sickness helped me to know what kind of supplies I had to give to my fellow team members.

I did not see the others health status directly, but they shared this information with me in order to give me the opportunity to take the right decisions. When team members were in need, I tried to help them out to my best knowledge. 4. How can different leadership approaches affect team performance in situations with time and competitive pressures? A good leader is not one that can make decisions alone and is not listening to his team as compared to a “ boss”.

The good leader knows and feels that he needs to take care of his team and empower them to contribute to decision making. He recognizes that he has experts in his team and relies on their knowledge when needed. Still, ultimate success or failure lays in the responsibility of the leader. In our group Chris worked like the good leader, because he gave us the opportunity to participate in the decision making process took our advice and let us influences the outcome. This is the way we chose the best possible path.

“ The difference between a boss and a leader: a boss says, ‘ Go! ’ -a leader says, ‘ Let’s go! ’. ” 5. How do team leaders deal with potential tradeoffs

between short-term task completion and longer-term team effectiveness?

The good leader recognizes that there is a trade-off between long-term and short-term objectives. Having noticed this trade-off, the leader can initiate well balanced decision making. For example if the group goal was to reach the summit in 6 days, and one of the members had been to take pictures on a camp, the leader must be aware of the consequences of taking one day off. A team leader always has to think the next step and further, while not neglecting current action.

Short-term decisions merely payoff at the very day, but often cannot ensure the final success of the mission. 6. How do cognitive biases impair decision making? When people are just thinking individually and not as a team, the problems are obvious. In our experience we shared our different opinions and information trying to improve the group’s success. If you only work for yourself not only the team will fail but finally you will also fail, at least in the background of mountain climbing. We put our thoughts together as a team and this was a key factor to success.

We always knew that our very personal decision might have repercussions and consequences for others and the whole team. Again it is important to find the balance.