

# Team Charter

## Study Group K-9

### Members:

Dan Gibson  
Rasheedha Wren  
Gloria Billings  
Bob Durham  
Lauren Horn

### Who We Are

We are a dynamic and evolving group that combines ambition, honesty, trust, and an ethic of hard work to create an effective team.

Some of our primary strengths include:

- Real world business experience
- A commitment to succeed
- Strong leadership skills
- Highly organized and focused
- Very collaborative

Some of our weaknesses include:

- A tendency to act before planning
- Five assertive personalities
- Everyone wanting to lead
- Remembering that we may not have the right answer
- Trusting others (micromanagement)

### Common Goals

Our individual and shared goals are:

- to learn core business skills and grow personally in both confidence and leadership
- to produce better results as a team than we could as individuals
- to earn high grades
- to achieve our career goals and become business leaders
- to, ultimately, make the world a better place

### Core Values

Our team is effective, diligent, open, honest, fun, and productive, but above all, committed to learning. This one value, of having a positive learning experience, will be the driving force that guides our decision making and planning processes.

### Potential Obstacles

As a team, we recognize the following represent possible obstacles for our team:

Difficulty reaching consensus— as 5 leaders, we may get caught up in defending our position rather than looking for the best solutions.

Poorly defined roles— each of us is used to storming ahead rather than clarifying plans which will be critical for managing our team.

Scheduling— as with most MBA students, most of us have jobs, families, and at least an attempt at a social life in addition to school.

Free rider issues— although we all seem great right now, with as much as each of us has going on, it would be easy for a few to end up carrying the bulk of the workload, which is not acceptable for this team.

## **Ground Rules**

As a team we expect the following behavior from all members:

- Dependable
- Diligent
- Punctual
- Conscientious
- Respectful
- Considerate

The following behavior is unacceptable:

- Disrespectful behavior
- Narrow minded behavior
- Subversive behavior (either as an individual or as a team)
- Tardiness

Tardiness will be dealt with in a manner that makes the offender learn from his/her mistake.

## **Communication and Scheduling**

We intend to meet at least 2 times per week during the day after class (tentatively Tuesday and Thursday from 4:30 to 6:00 in the Library Study Hall or an empty classroom). Whenever possible, we will not schedule meetings on Friday nights, and we will try to avoid meeting on weekends. Additional meetings will be scheduled with a frequency necessitated by our assignments, and we will discuss whether it is better to meet in the morning or the evening.

Our primary mode of communication will be to talk in class (not during class, but before and after). Email is our second method with phone being the last resort.

If someone doesn't respond or does not show up, we will address that issue at the particular time, paying attention to how grievous the absence was. Rather than setting penalties now, we would prefer to build an agreed upon set of consequences as situations arise (to ensure that the punishment actually fits the crime).

## **Grade Expectations**

As a group, we expect to receive HP grades. Individual members want to receive Hs in finance and accounting, and as a group we will try to help them. We will make every reasonable effort to avoid a grade of P. We plan to reassess our grade expectations after our first semester.