

# Program GDQ seminar 19th of September 2024

<b>13.00</b>	<b>GDQ Associates.</b>
<b>13.10</b>	Christian Jacobsson, GDQ Associates, What is the use of team development?
<b>13.35</b>	Angelica Sandström, Volvo Group, Experiences of Team development from Volvo Group
<b>14.00</b>	Oussama Labib, Aeglia, Experiences of Miki Island and GDQ short
<b>14.25</b>	Paus
<b>14.40</b>	Frida Fogelmark, Frida Utveckling AB, Team and leader development in schools
<b>15.05</b>	Pär Larsson, ICA, Congruens between members in teams
<b>15.30</b>	
	Maria Åkerlund, GDQ Associates, The latest news from team research
<b>16.00</b>	
	Slut - End



# What's the use of team development?

Christian Jacobsson, Frida Eriksson & David Tedenstedt  
GDQ Seminar, 2024-09-19

# Introduction

Traditionally, team development has been evaluated in relation to improved productivity and work environment (Klein et al., 2009; Lacerenza et al., 2018), while less focus has been placed on how team development is perceived by participants (Johnston et al., 2021) or on how the lessons learned in team development is used in the team's continued work (Hughes et al., 2016; Grossman & Salas, 2011)

Our paper aims to investigate the *perceived usefulness* of a team development efforts through interviews with people who participated in a team development project.

So, what do team members perceive as useful when they are involved in team development?

The team development effort was taking part in a Swedish state authority and was based on the IMGD model and the GDQ questionnaire.

Both management teams and employee teams were included.

In parallel with the employee teams undergoing the intervention, their managers received individual guidance.

All teams at the authority has done a pre-measurement with the GDQ questionnaire. After that, they had two full days with external consultants. The content was adapted based on the teams' GDQ results and the consultants' observations of the teams

# Research question

The research question was: How do the participants describe the usefulness of the team development intervention?

# Method

Nine team members in the project were interviewed about their experience of the usefulness of the content of the intervention.

The interviews were analyzed with thematic analysis on a semantic level based mainly on Braun and Clarke (2006; 2023) and Bazeley (2021).

The coding was carried out in the qualitative analysis program Atlas.ti 24 (ATLAS.ti Scientific Software Development GmbH, 2024)

# Results

1 Increased awareness of the group

1.1 Know why you are a group

1.2 Gain insight into and make use of the group's competencies

2 To get a common language

3 Concretization forces action forward

# Results

## **1. Increased awareness of the group**

### **1.1 Know why you are a group**

*"I think it's pretty much a given that we sat down during these days and talked together about why we, just what makes us more like a group and have a common purpose. And the result between survey one and two will differ immediately."*

### **1.2 Gain insight into and make use of the group's competencies**

*"And then there was the fact that we should also help each other: distribute the tasks instead of everyone sitting in their chamber and doing the same things, so we have made a division of labor"*



# Results

## **2. To get a common language**

*"Everything was so much common sense, one might think, but since you have talked through everything, you know where everyone else stands on everything, and what common sense is for everyone. Because it's not the same thing"*

# Results

## **3. Concretization forces action forward**

*"We have drawn up rules for the unit, i.e. how we should behave at unit meetings and other meetings as well, this thing that you have to arrive on time, and if you can't be there, you have to let us know in before, and we have to respect each other, and let each other talk to the point. And so quite, quite obvious things, but just getting it in print has been good".*

# Conclusions

The purpose of the study was to investigate the perceived usefulness of a team development effort among employees of a government agency.

With the caveat that the sample was small and not representative, we found that the participants found it useful to gain an increased awareness of their groups by knowing why they are a group and seeing and making use of the group's competencies.

We also found that they found it useful to have a common language and that concretizing goals, roles and job descriptions, for example, forced them to further action.

Next GDQ seminar 18 september 2025