

# Team Dynamics and Team Performance

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# Agenda

- Background on the research
- Hypotheses and Data Collection
- Findings and Contributions

# Goal of Research

- What really makes teams successful
  - Business teams, athletic teams, etc.
- What underlying factors make athletic teams successful if all teams have equal skill

# Research Question

- The purpose of this thesis is to explore the association between team cohesion, captain leadership style and team performance.
  - Captain Leadership Style:
    - Assertive vs Facilitative
    - Imbalanced vs Balanced
  - Cohesion: High and Low
  - Team Performance: High and Low

# Hypotheses

- H1: For both single and multiple leader teams, balanced leadership style is associated with greater team performance

		Team Performance	
		High	Low
Leadership Style	Balanced	<b>X</b>	
	Imbalanced		

TOTAL N = 8

- H2: For both single and multiple leader teams, high levels of team cohesion is associated with greater team performance

		Team Performance	
		High	Low
Cohesion Level	High	<b>X</b>	
	Low		

TOTAL N = 8

# Hypotheses (cont.)

- H3a: Among teams with high levels of team cohesion, assertive or balanced leadership style will be associated with greater team performance
- H3b: Among teams with low levels of team cohesion, facilitative or balanced leadership style will be associated with greater team performance

Team Performance

		Team Performance	
		High	Low
High	Facilitative		
	Assertive	X	
	Balanced	X	
Low	Facilitative	X	
	Assertive		
	Balanced	X	

N = 8

# Data Collection

- Captain Leadership Style
- Team Cohesion
- Team Performance
- Issues with data collection

# Findings

■ Hypothesis 1



■ Hypothesis 2



■ Hypothesis 3a



■ Hypothesis 3b



# Conclusions

- What happened with these findings?
- Why is this research important?
  - For future research
  - For athletic teams