ENGINUITY TUTORIAL
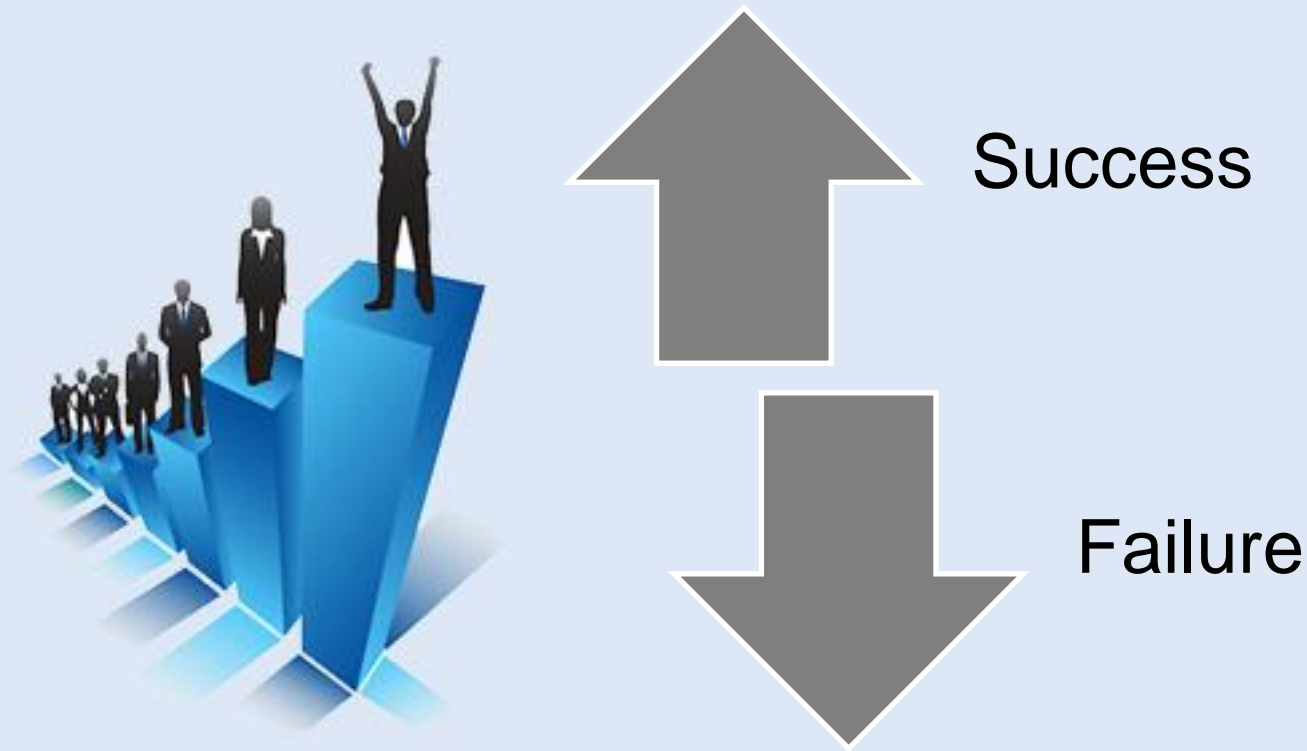
Forming An Effective Team

The success of failure of the company could ultimately be decided by the structure of the management team.

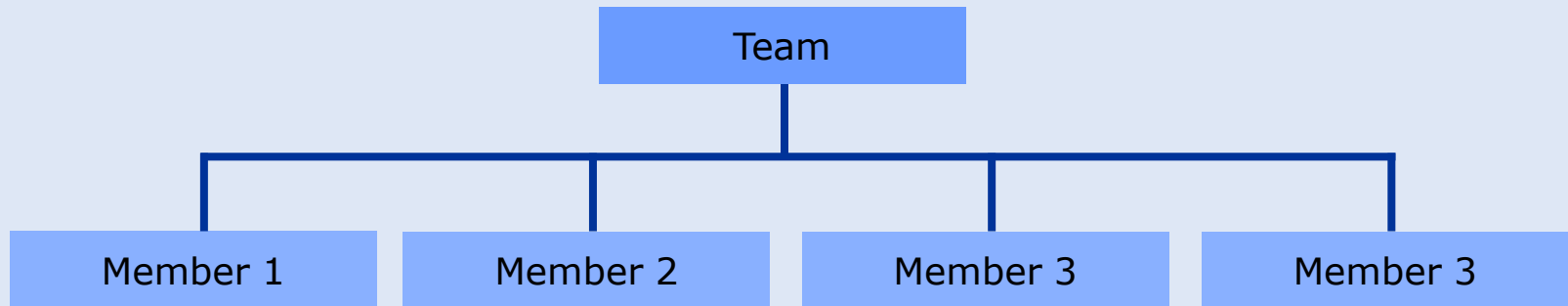**But how should the team be organised to optimise performance ?**

Success

Failure

Consider the following situation where a team has 4 team members.

```
                          ┌──────────────┐
                          │     Team     │
                          └──────┬───────┘
         ┌────────────┬──────────┴──────────┬────────────┐
 ┌───────┴──────┐ ┌───┴──────────┐ ┌────────┴─────┐ ┌────┴─────────┐
 │   Member 1   │ │   Member 2   │ │   Member 3   │ │   Member 3   │
 └──────────────┘ └──────────────┘ └──────────────┘ └──────────────┘
```

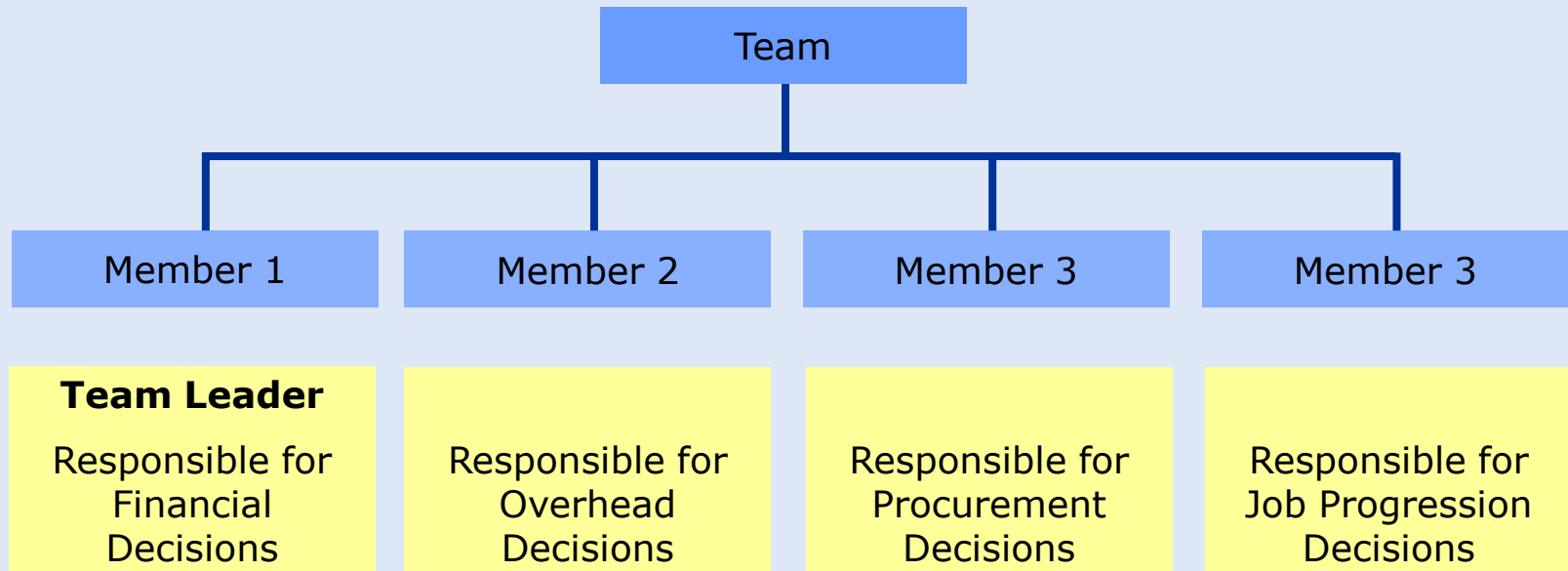Each team **member installs and trials the Enginuity software individually** to gain a thorough understanding of how to manage their virtual company.

```
                              ┌──────────────┐
                              │     Team     │
                              └──────────────┘
         ┌────────────────┬─────────┴─────────┬──────────────────┐
┌──────────────┐ ┌──────────────┐  ┌──────────────┐  ┌──────────────┐
│   Member 1   │ │   Member 2   │  │   Member 3   │  │   Member 3   │
└──────────────┘ └──────────────┘  └──────────────┘  └──────────────┘
```

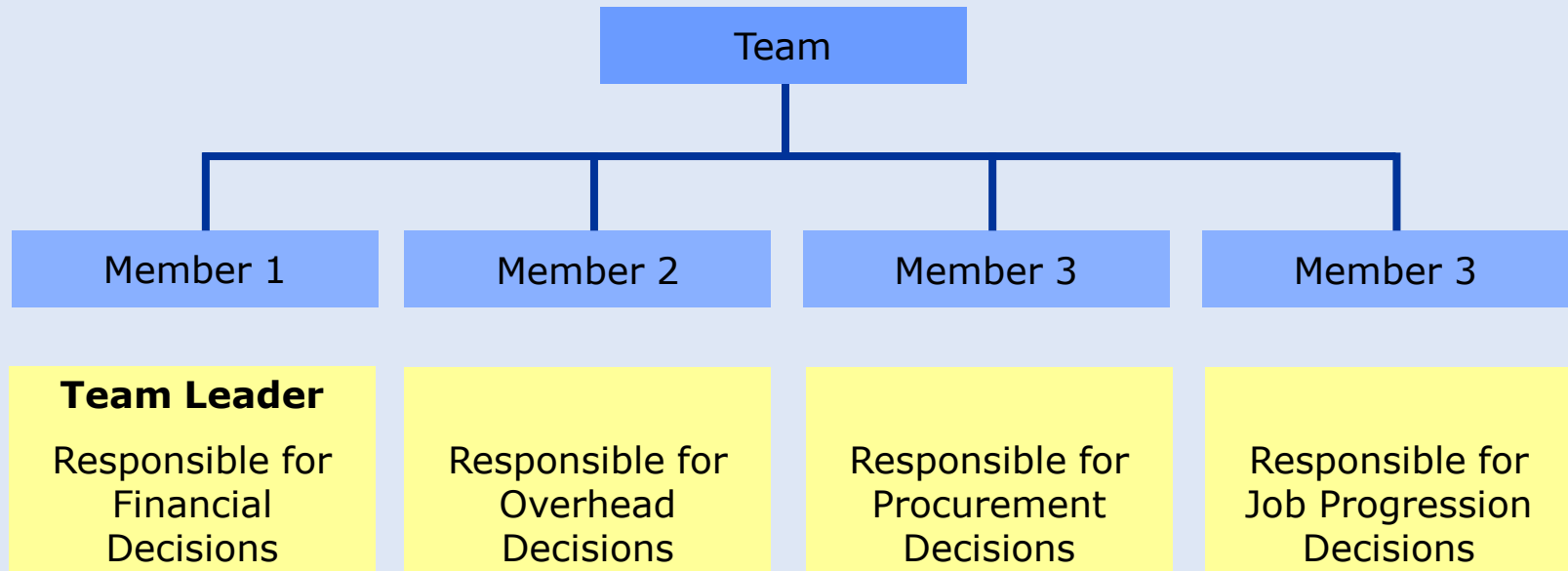| Software installed	Software installed	Software installed	Software installed
Individual trialling	Individual trialling	Individual trialling	Individual trialling
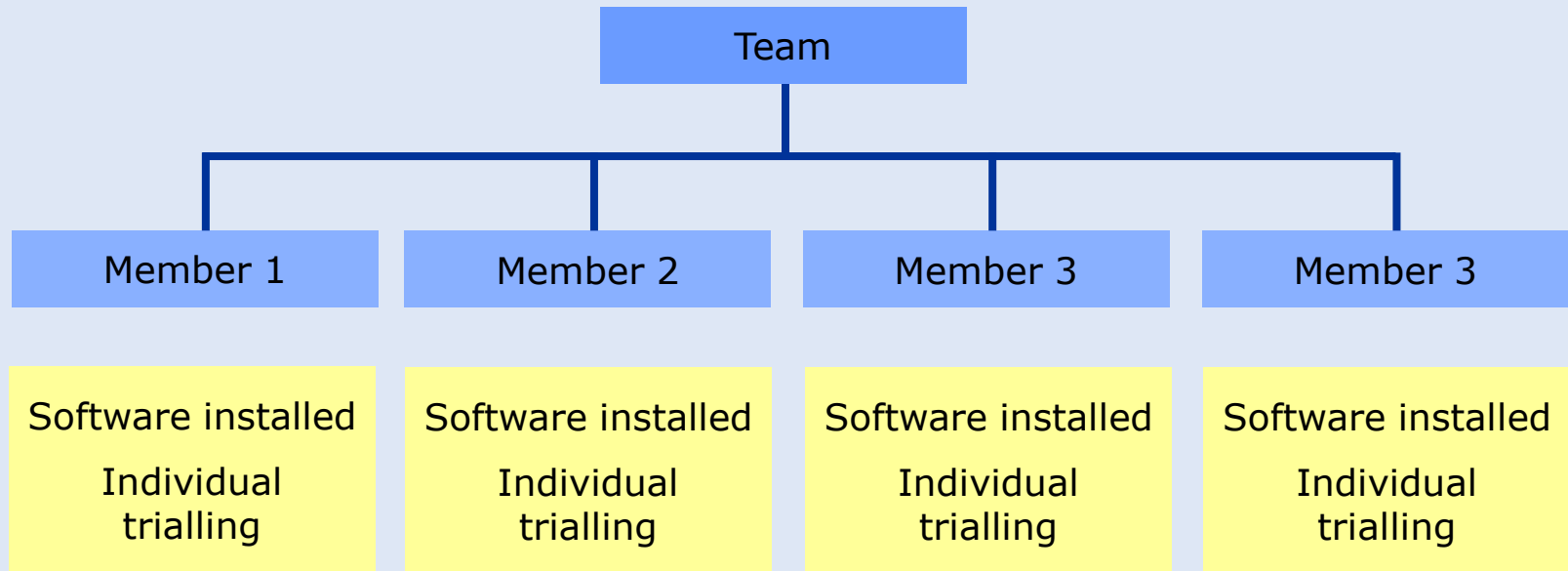
Once the trialling is over the team members assess their individual strengths and weaknesses, and **decide upon the following team structure for the competition**.

Team

Member 1 — Member 2 — Member 3 — Member 3

Team Leader

Responsible for Financial Decisions

Responsible for Overhead Decisions

Responsible for Procurement Decisions

Responsible for Job Progression Decisions

When the competition starts, **each round each team member is emailed a copy** of the team's company database, which enables them to make their own decisions e.g., :-

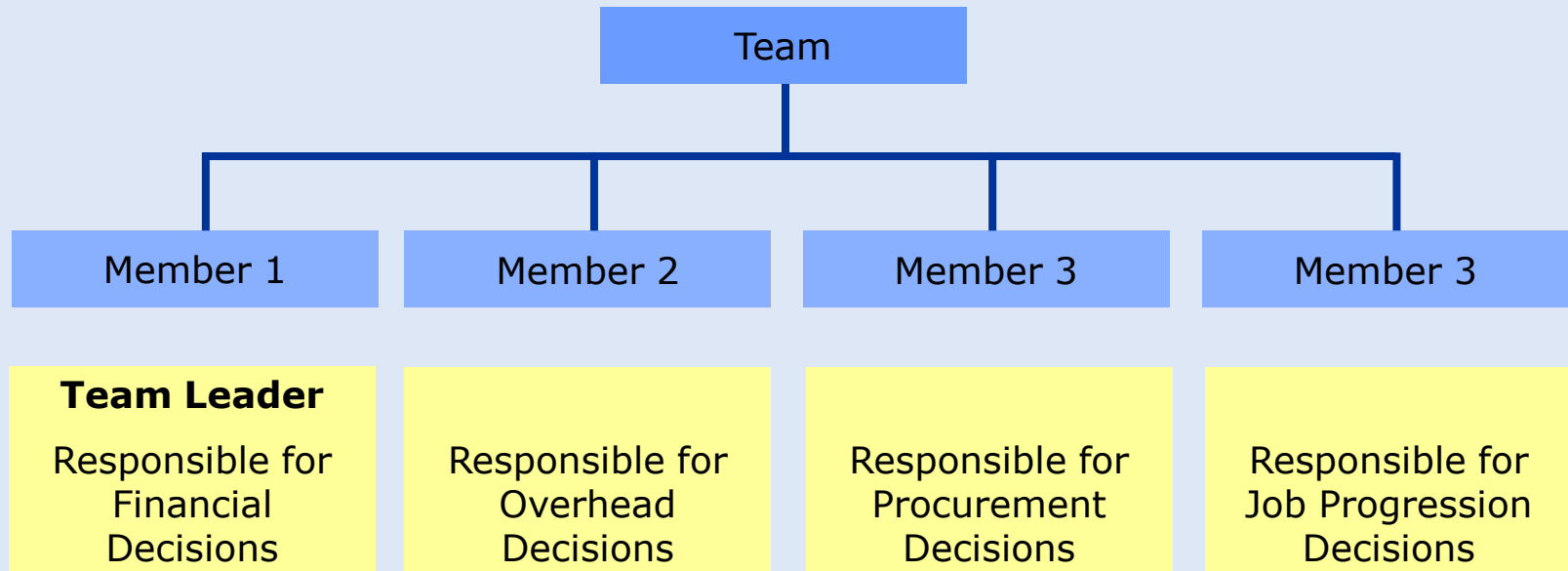Team member 1, the team leader, makes the Financial Decisions
Team member 2 makes the Overhead Decisions
Team member 3 makes the Procurement Decisions
Team member 4 makes the Job Progression Decisions

```
                    ┌─────────────────┐
                    │      Team       │
                    └────────┬────────┘
         ┌────────────┬──────┴──────┬────────────┐
┌────────────┐ ┌────────────┐ ┌────────────┐ ┌────────────┐
│  Member 1  │ │  Member 2  │ │  Member 3  │ │  Member 3  │
└────────────┘ └────────────┘ └────────────┘ └────────────┘
```

| **Team Leader** Responsible for Financial Decisions | Responsible for Overhead Decisions | Responsible for Procurement Decisions | Responsible for Job Progression Decisions |

Although they are making decisions in their own business area, many of the decisions on the different decision screens are interrelated, so **team members will still need to liaise with each other to make effective decisions.**

For example :-
- The size of the company's capital base, which can be changed on the Financial Screen, will influence the amount of work that can be undertaken (Procurement Screen).
- The level of staffing required for the Head Office, QHSE and Measurement Departments (Overhead Screen) is based upon the amount of work being undertaken on the jobs in progress on the Job Progression screen.
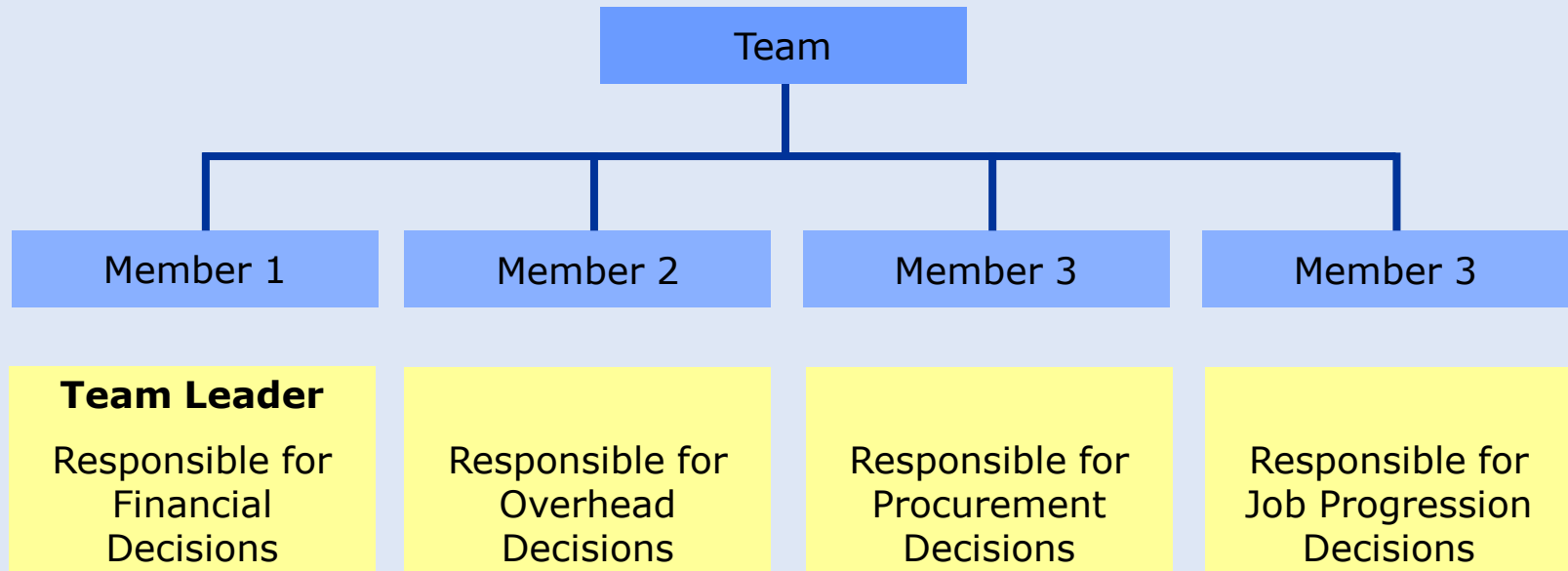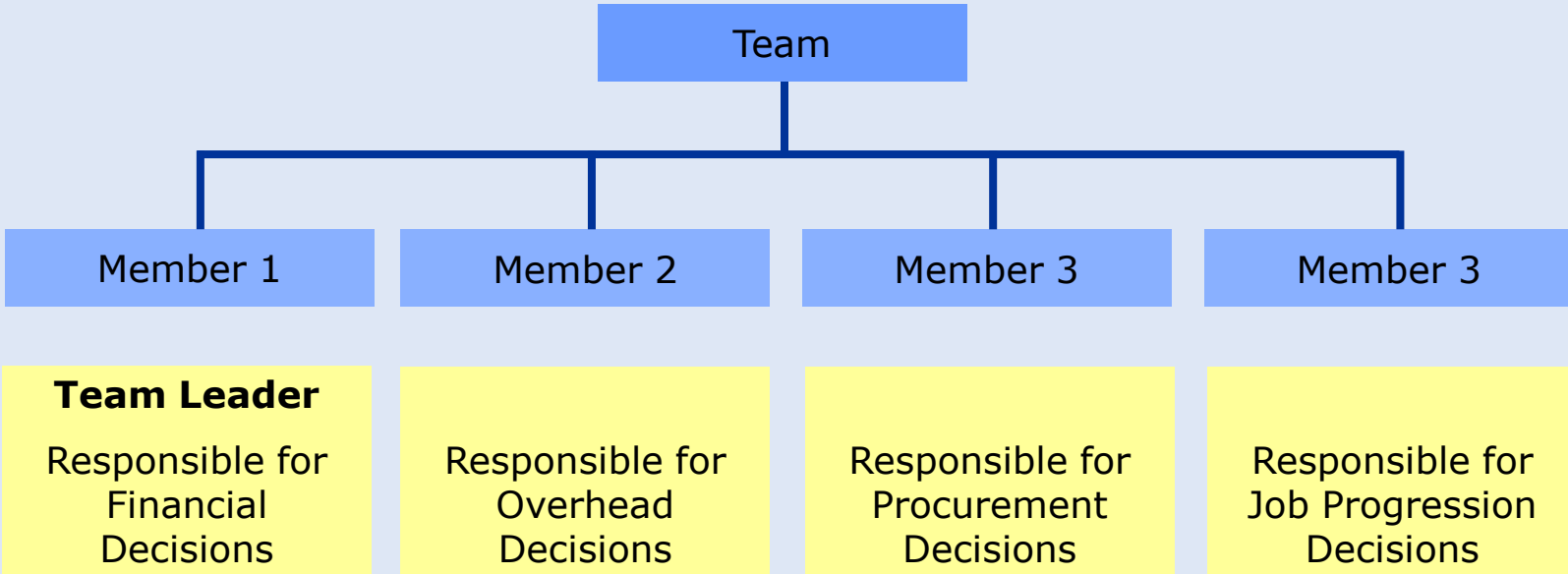
As the team leader, team member 1 has the **'master'** company database, which will be emailed to the competition controller each round to meet the submission schedule.

However, team member 1 only has the financial decisions, so how do the other team members communicate their own decisions back to the team leader ?

```
                            Team
        ┌──────────────┬──────────┴──────────┬──────────────┐
   Member 1        Member 2            Member 3         Member 3
```

Team Leader

Responsible for Financial Decisions

Responsible for Overhead Decisions

Responsible for Procurement Decisions

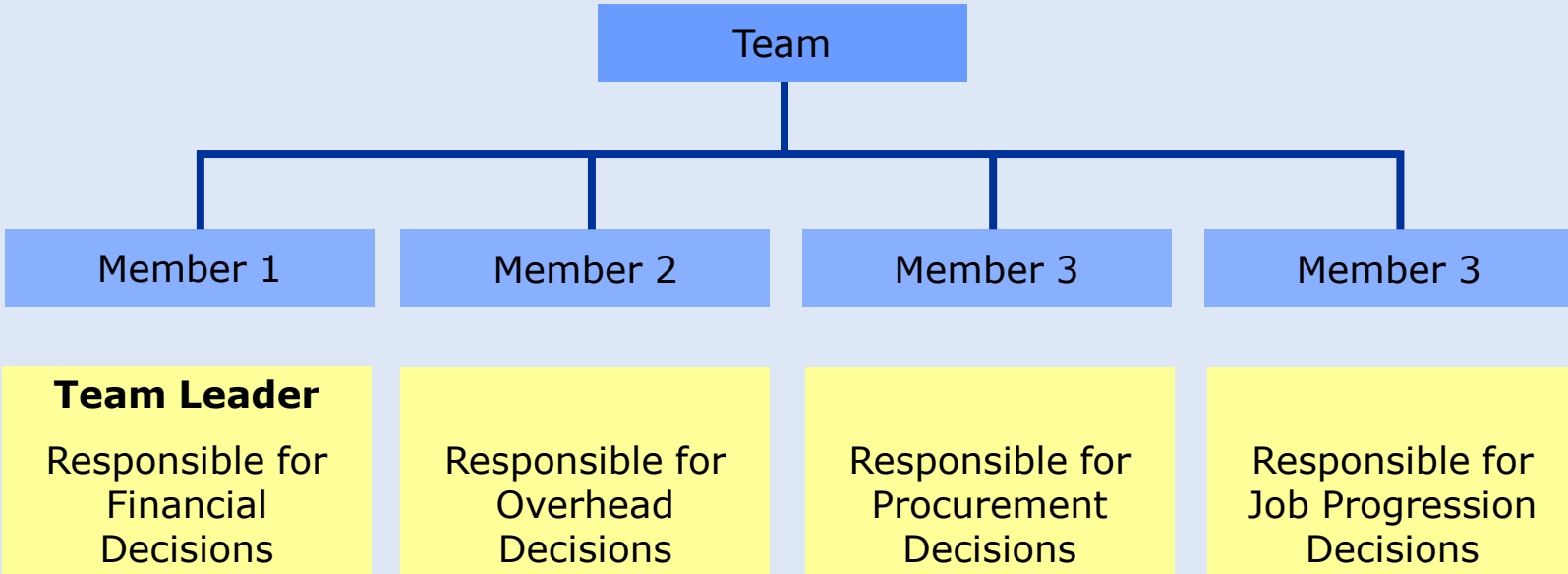Responsible for Job Progression Decisions

Each team member could communicate their decisions **verbally** back to the team leader, but this would be **time consuming**.

However, there is a **much quicker way** to communicate decisions back to the team leader.

Forming An Effective Team

```
              ┌──────────────┐
              │     Team     │
              └──────┬───────┘
   ┌──────────┬──────┴──────┬──────────┐
```

Member 1	Member 2	Member 3	Member 3
Team Leader Responsible for Financial Decisions	Responsible for Overhead Decisions	Responsible for Procurement Decisions	Responsible for Job Progression Decisions

Team member 2 has made the overhead decisions for the period, and now needs to communicate these back to the team leader for entering into the master database.

To do this team member 2 uses the **Export decisions** option to create a text file containing the overhead decisions. The text file is emailed to the team leader, who then enters them manually into the master database.

This process is repeated for team members 3 and 4.

Main Menu

Making decisions   Assessing performance   Industry

Financial decisions
Overhead decisions
Procurement decisions
Job progression decisions (Project Managers)
Job progression decisions (Labour)

Reset decisions
Export decisions
Export information