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However, Hackman argued that team effectiveness should not be viewed only in terms Team members normally have different roles, like team leader and agents. An interdependent team benefits from members getting to know the other team of both, are sometimes created in the hope of getting the best of both types.

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Throughout the book, he demonstrates how effective leaders use questions to encourage
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A team is a group of people linked in a common purpose. Human teams are especially appropriate for conducting tasks that are high in complexity and have many interdependent subtasks. A group does not necessarily constitute a team. . Team members normally have different roles, like team leader and agents.

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The key to asking open-ended questions is to be aware of what your questions start with. We cannot be open and have a need to be right at the same time. If you find yourself knowing how people are going to respond or if you find that .. New Responsibilities, and Make an Impact (J-B US non-Franchise Leadership).

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