

Multiteam Systems: What paths forward?

Presented by

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at the

EAWOP Small Group Meeting on
“Bridging the Great Divide: Advancing the Science of Multi-
team Systems Through International Collaboration”

27 – 29 October, 2012
Varenna, Italy

Overview

- **What are Multiteam Systems?**
- **How has Multiteam System research addressed the study of teams?**
- **What are some challenges moving forward?**

Multiteam Systems: Definition

“Two or more teams that interface directly and interdependently in response to environmental contingencies toward the accomplishment of collective goals. MTS boundaries are defined by virtue of the fact that all teams within the system, while pursuing different proximal goals, share at least one distal goal, and in doing so exhibit input, process, and outcome interdependence with at least one other team in the system.”

-Mathieu, Marks, & Zaccaro, 2001-

ENDURING FEATURES OF MTS

EXPLICIT

- **NUMBER OF TEAMS**
- **NATURE OF INTERDEPENDENCE**
- **EMBEDDEDNESS OF COMPONENT TEAMS**
- **COLLECTIVITY OF GOALS**

IMPLICIT

- **DYNAMIC**

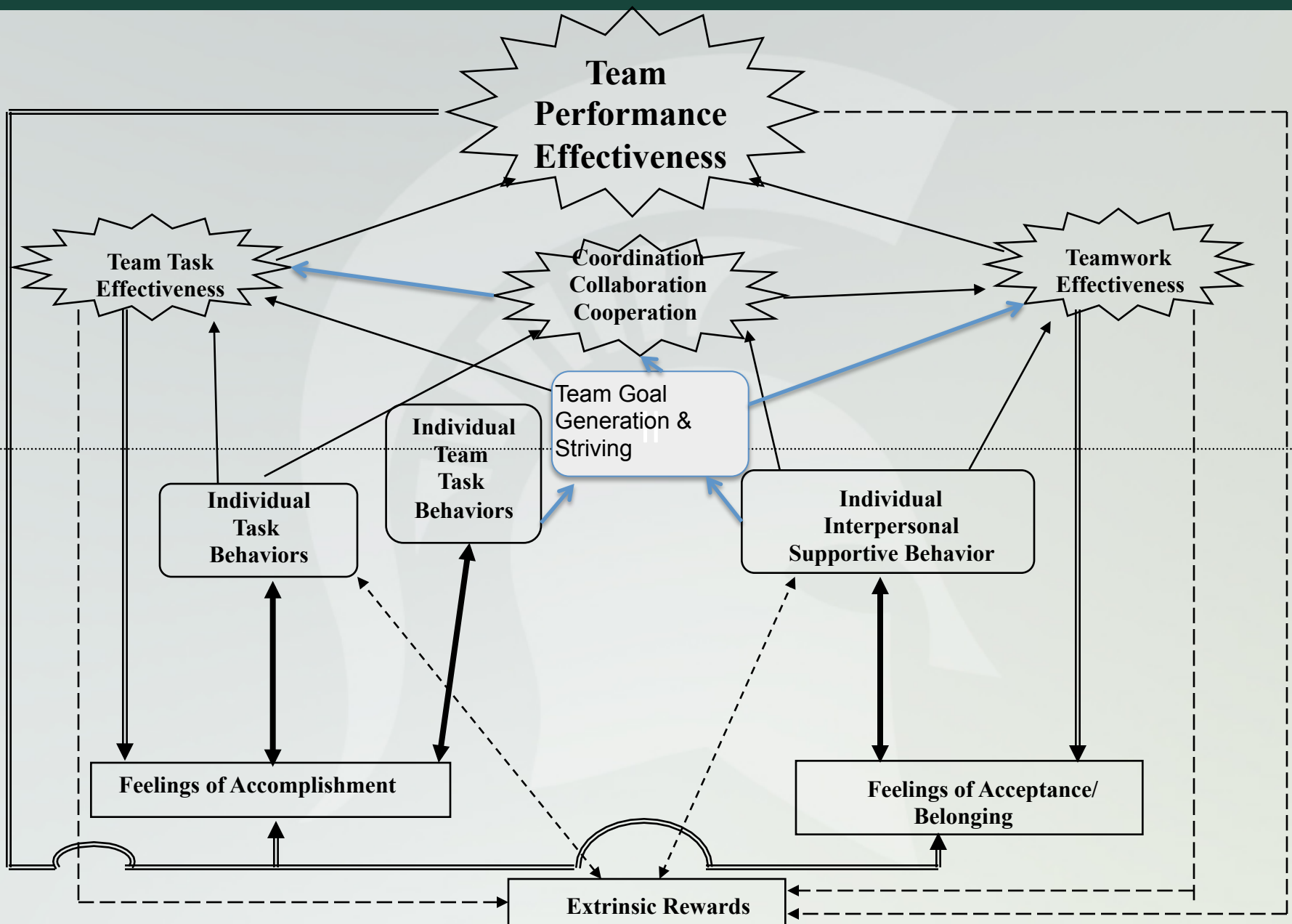
Current Research on Critical Team Processes in MTSs

- 1. Identify common team process variables**
- 2. Include implications of dynamic conditions**
 - Emergence**
 - Adaptation**
- 3. Approach: Ask: “What is the role/function of Process 'X' in MTSs?”**
- 4. Select/Develop appropriate theory/method**

Challenges for Moving Forward

- **Identify comparative advantages**
- **Employ multiple methodological frameworks to address issues created by:**
 - **Time**
 - **Small samples**
 - **Heterogeneity of subteam tasks**
- **Think normatively**

Conclusions



MTS Consistency over Time

- **2001: Two or more teams that interface directly and interdependently in response to environmental contingencies toward the accomplishment of collective goals. MTS boundaries are defined by virtue of the fact that all teams within the system, while pursuing different proximal goals, share at least one distal goal; and in doing so exhibit input, process, and outcome interdependence with at least one other team in the system.”**

-Mathieu, Marks, & Zaccaro, 2001-

- **2012 : “tightly coupled constellations of teams that contribute unique knowledge, skills, expertise, and functions in pursuit of the accomplishment of goals too large to be performed by a single team.”**

EWOP Conference call for papers