According to Goetsch and Davis (2016) a team is a group of people with a common and collective goal. I believe teams within my organization are generally quite effective. We utilize scrum teams in agile software development. Our teams are made up of six to nine members who sit closely together, enabling them to easily collaborate with each other. The teams share a common goal; such as, developing a pipeline for our application to access satellite imagery provided by a third party vendor. This team goal is connected to a higher company goal and the link between the team goal and the organization goals are obvious and created with intent. Our scrum teams are made up of cross functional team members which allows the team to succeed or fail as a team, but not as individuals.

To clarify, each team has several software engineers, a manual tester, a product manager, a delivery lead, and a technical lead. This means the team collectively can contribute end to end to an entire piece of functionality but they cannot be successful without the entire team. They could not deliver the appropriate software without the product manager directing the team on what should be built, the technical lead who leads the team through "how" to build it, the tester to ensure no bugs get through, etc. My organization understands that teams always have the potential to improve and we encourage them to have frequent team retrospectives to figure out how to constantly evolve and we encourage them to engage in regular team building activities.

References

Goetsch, D. L., & Davis, S. B. (2016). *Quality management for organizational excellence: introduction to total quality* (8th ed.). Boston: Pearson.