##  TEAM: F

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| **Team Contact Information** |
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| Name | Phone(xxx-xxx-xxxx) | Time Zone (ex. EST, MST) | Availability (ex. Mon – Sat 9PM-11PM) | Email Address |
| Syndee Watson | 201-696-2592 | Est | M 8am-1030amT, W, Fr after 6pmAnytime on Sat and Sun | Syndees0405@gmail.com |
| Shaquana Robinson-Aird | 757-277-4858 | Central | Any day and time | Averyaird@yahoo.com |
| Shalandra Cyrus  | 318- 509-9781 | Central | Anytime after 630pm Central time | Jurneear2010@yahoo.com |
| Ebony Johnson | 773-597-7566 | Central | After 6pm central time during week, anytime on the weekends | Mrseojohnson@gmail.com |

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**We chose the following HR and Talent Development change initiative for our Group Project:**

Connect performance review to strategic development- your performance review should reflect in your development, you cannot grow if you are not constantly learning, helping to develop employee weaknesses and help them to develop those skills

Compensation planning- there should be a role definition of career progression for compensation- at my company, there is no career progression scale, everyone in admission makes the same $ but not everyone does the same amount of work, there should be a pay scale and next-level role

Developing Organizational Leaders in HR- I chose this initiative because we have so many organizations that are quick to hire front-linemanagers in leadership roles that lack critical skills that may hurt business. This will improve the efficiency of the recruitment process and provide leaders with more knowledge to use in the organization.

**We close this because…**

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**Team Roles, Ground Rules and Guidelines**

* As a team, we will adhere to the schedule created
* Each member of the team will contribute their portion of the work promptly
* We will be respectful of each member’s opinion even when we do not agree.
* Ask for help when needed, we will assist each other.

## Expectations for Time Management and Involvement

* The team will meet 2x a week via zoom on Tuesday and Friday at 8 pmEst (7 pm central).
* Each member will submit their assignments by Fridayat 8 pmEst (7 pm Central), if you are not able to submit your contribution promptly for review, we will notify the professor and your grade may be impacted.
* No team member is superior to anyone else, we work as a collective, collaborative group to get our work done.
* If teammates are not able to adhere to set expectations or are unable to make meetings, they will notify other teammates promptly.

**Ensuring Fair and Even Contribution and Collaboration**

*What strategy will you use to ensure that all team members are contributing and collaborating appropriately? Describe the communication strategy you will use if a team member is not contributing and collaborating effectively. How will the team manage conflicts between team members?*

Each member of the team will do their portion of the work and submit it on the due date for review.We have set timeframes on Tuesdays and Fridays to communicate with each other. However, if someone needs assistance or is not able to get the work done, they will communicate to the group before Tuesday so that we can make alternate arrangements to cover the workload.The firstis tocommunicate with the group if you are not able to meet the expectations.Second, all members of the team can be reached via text, dashboard, zoom, email, and calls.

As a team, we have collectively decided if someone is not doing their portion of the work or is difficult to handle, we will inform the professor and move forward with our assignment. We will give everyone a fair chance to speak their mind and try to help wherever is necessary, however, if we cannot come to a resolution, we will again discuss it with the professor.

## Special Considerations

What do you, as a team, agree will make this team experience different from past team experiences?

We have collectively decided communication will be the key to our success. Once we are open-minded and have communication about expectations, requirements, and scheduling issues we will be able to better accommodate each other. We will divide the workload so that no one person becomes overwhelmed. We will also have the assignment completed 2 days prior for review and editing. Helping each individual to shine will help the whole team’s project(s)to shine; therefore, we mutually commit to support and encourage each other.