Outline or Rubric:

1. Explain how demographic and cultural diversity generally impacts group behavior - 20 % - This is for any group, not just a team  
2. Explain how a group can become a high performance team  
   a. Define what is a high performance team?   --- 10%  
   b. What are the steps a group goes through to become a high performance team? -- 10%  
   c. What are the pros and cons of demographic characteristics and diversity in the group when going through the process of becoming a high performance team? - 20%  
3. An introduction and final summary paragraph - 10%  
4. Proper references - 10% - okay   
5. Spelling, grammar and paper layout - a separate title page, margins, use of white space etc. 10% - okay  
6.   Proper flow of the paper, and readability - 10%

It is very important to make sure that you understand and follow the specific instructions of an assignment. In this one I even provided an outline or rubric for you to follow.

Groups and Teams

The Modern Workplace

*"In today’s rapidly changing organizations, anything is possible. With the right personal skills and a strong foundation in research and theory, you can shape your future and the future of our society––no matter how challenging things become “*(Schemerhorn, et.al, 2005).

Whatever the nature of the industry is, the modern workplace according to Schemerhorn and company (2005) share this one aspect - it is changing. Globalization and a more interrelated economic situation have led to intense competition where firms must either specialize or redesign their entire operations to adapt to the changes and survive the new trends. It is no surprise when firms started closing down and big industry names in finance, real estate and the auto industry needed federal help. It is the reality up to now. The modern workplace however, has several things going for it to aid in its survival at times of recession and economic challenge - diversity, whose demographic aspects present a vast sampling of the populace, applied technology in communication, production and administration, the availability of a well-trained workforce from the executive branch to specialized posts. A workplace is where an organization or a group collectively pulls their efforts together for the purpose of achieving goals. When we say workplace however, we are not only referring to the actual physical office or building, we are also referring to the abstract concept and reach of that 'work'. For example, an oil company has varied oil derricks across the state from the deserts to the offshore platforms. When pilots and the aircrew are on their planes, they are in a 'workplace'. The workplace as we know it in the modern world is not limited to a physical space as well. People often engage to do 'online work chats' when they are in different places or corners of the globe to update regularly and keep each other informed of developments. Technology has been exploited positively by groups and organizations to make the workplace more competitive and efficient. (Schemerhorn, et.al. 2005)

Nice, but what does it have to do with the assignment?

The High Performance Team

*"A 'high performance culture is a way of working and a set of values which encourage people so that they are engaged to achieve high results. A high performance culture exists when everyone in the organization shares part ownership of a company the same vision and where they trust and value each other's contribution"* (The Times (UK), 2009).

The High Performance team or HPT as a concept first emerged in the Tavistock Institute of Great Britain in the 50's. American giants like General Electric, Hewlett-Packard and Boeing have adopted it subsequently to increase production and build efficient business models. This was achieved by reconsidering the organizational culture, adapting and shifting it to merge with the business goals of the organization as well as the social needs of the individuals. At its heart, an HPT is an organization where workers views and opinions become as important as a source that influences the decisions and actions of the entire organization, where workers are actively communicated with especially when it comes to decisions that will affect them.

I think that you went off on a tangent here. This assignment was to define a high performance team and then state how a group can become one.

A high performance team is adaptive and at times difficult to build especially if those attempting to build them do not understand the social dynamics behind putting together a diversely talented pool of individuals with pronounced differences. A high performance team is borne out of a specific purpose. Each organization has specific goals and a unique culture. The organizational culture exhibited by Google for example, is very different from the more formal and bureaucratic culture of the FBI.

The case of Siemens: Diversity, Global Culture

Siemens AG is a global electrical and electronics business with a turnover of nearly £60 billion. The company employs just under half a million people around the world. It is based in Munich, Germany (The Times, 2009). Siemens’ business interest is varied and affects individuals and nations. Households for example, brew their coffee and toast their bread using Siemens appliances powered by massive electrical generators made by Siemens where electricity is distributed via Siemens interests as well. Hospitals rely on precise Siemens medical equipment like the MRI machine to save lives. Siemens also has wind farms, IT manufacturing and backend services, trains and transport machinery, automation systems like airport baggage handling services and machinery, lighting and financial services as well as R and D. For such a global behemoth, creating a specialized concept of HPT's for its organizational culture is key to success. Siemens looks to its people as the most important part of the organization; their HPT concept is known as 'People Excellence'. (The Times, 2009)

*"For Siemens, people, like its technology and innovation, are a source of competitive advantage. To make the most of this advantage, Siemens makes sure that its employees work on developing the company's heritage of innovation. Siemens believes that there are many ways to make people feel valued and engaged. These range from a pat on the back, a personal letter or a special mention in a meeting, to a promotion or a higher salary."*

*"Targets for individuals are related to targets for the whole business. Everyone plays their part in achieving great results. Siemens states that 'our business success depends on the performance of each individual, our teams and the total organization'."*

*"A high performance team is one in which all members of the team work towards shared targets and have a sense of shared responsibility for the results the team achieves. As the team performance improves over time, the better the results."*

The Siemens HPT Design is:

* Achieving a high performance culture
* Increasing the global talent pool (diversity)
* Strengthening expert careers (constant retraining and specialization)
* Siemens' Leadership Excellence Programme (SLE)

Siemens' human resource management approach is a fine example of creating culture specific HPT’s. For Siemens, its people are what make its organization achieve. Here, high performing individuals happen because of a culture that nurtures and supports their talents to help them achieve not just work-related goals but their own personal ambitions. In this kind of environment, diversity is not a barrier. What is important in high performance is that each individual is motivated to perform well which in turn creates stunning team results creating an overall business success.

Showing this example does not meet the requirements of this assignment. Siemens is a good example but you needed to tie it into the assignment.