DESCRIPTION FOR THE GENERAL PUBLIC (IN ENGLISH)

The aim of this project is to research **how to manage teamwork effectiveness** in a high complexity and dynamic task resolving situation. Both students of managerial studies and business scholars and educators use such high fidelity, complex and dynamic tasks in a way that pilots use flight simulators. Those tasks are concerned a valuable education tool that allows to try out the practical implementation of theoretically aggregated knowledge. The effectiveness of such teams is a subject of interest in many fields of study, but up to now the research on this matter didn't show any consistent outcomes. There are no simplistic nor universal conclusions that would guide the way through team performance management. Teamwork is a basic form of learning and vocational cooperation though, especially in contemporary organizations (learning organization model). There was no research of teamwork effectiveness yet conducted that would focus on tracking of the "waving" of communication processes and their adaptive dynamics. Communication itself is a process with a dynamic and a time course of its' own. If we will focus on arbitrarily determined points in time when examining it, for example by chosing point A and point B, we will be able, of course, to research the difference between the state of it at point A and at point B. However, this way, we will learn nothing about what happens between these two points. This project aims at creating and testing of a research method that would allow to keep the continuity of observation. Thus, we could attempt to formulate an effective team processes management model for teamwork context - and, therefore, to gain a tool to manage its effectiveness.

The research to be conducted in this project will be based on a diagnosis and observations of teams of subjects participating in high complexity, dynamic problem solving situations (business simulation games). When analyzing, we will build our conclusions on: (1) data from the simulation, (2) communicative behaviors analysis in teams (conducted by trained behavioral judges, based on video recording of the research situation and (3) data from questionnaire. The examined teams will be divided into successful and non-successful - based on the simulation game results, and then compared in pairs (successful-non-successful) with their effective and non-effective qualities and behaviors.

Main research question of this project: "How to manage the teamwork effectiveness efficiently?"?" preoccupies researchers and theoreticians of practically every professional dealing with teamwork. To begin with academic education, vocational activities in many professions (management, sports, ICT, medical sciences, scientific research projects - to name a few) and industries, to our everyday functioning amongst and with other people (family, friends, etc.). This is why teamwork effectiveness studies inspire new and new research questions. Nevertheless, to examine this matter deeply one needs well-calibrated research tools. This project brings potential to enhance and build on some new knowledge on effective teamwork, as its' goal is to elaborate on such a tool and to test it.