ABSTRACT

Dynamics of Team Composition and Outcomes: Research Advances, Challenges, and Practical Implications

Ozias A. Moore – Assistant Professor of Management, Lehigh University

In businesses today, individuals increasingly serve simultaneously on more than one team, especially in a multi-project environment. Team members are also assuming more adaptive and flexible team roles to manage disparate functions, changing workflow conditions, and multiple stakeholders. Thus, it is critically important to understand how team members manage their multiple team memberships within groups and across organizational units and how team membership changes affect team outcomes. Researchers have only recently begun to examine the antecedents and effects of dynamic teams with highly adaptive boundaries in adaptive work environments. Such factors have clear implications for team and organizational effectiveness. This presentation examines dynamic team membership, particularly team composition based on multiple team membership (MTM) and changing membership at multiple levels of analysis (i.e., within-individual, individual, team, and organizational). It will consist of theoretical and empirical research, using a variety of research designs and contexts. The format of the presentation is designed to provide an exciting forum with new insights, findings, and suggestions to foster discussion and provide practical guidance to managers related to dynamic team composition and multi-teaming.