

***Dissertation Seminar***  
**TEAM EFFECTIVENESS**

*Academic Year:* **2017/2018**

*Semester:* **2nd**

*Instructor(s):* **Patricia Costa**

*Max. Number of Students:* **5**

*Seminar Description:*

This seminar is aimed at students who wish to develop their Master Thesis in the field of Teams and Teamwork in organizations. It will provide an overview of the most recent models of team effectiveness, and focus on team processes: cognitive mechanisms, affective and motivational mechanisms, and behavioral mechanisms.

This Seminar is aimed at students who are interested in developing and/or managing teams in organizations in any context.

Each student will develop all of her/ his work around a selected topic, from the possible topics available (see below). Students are encouraged to work as a team in developing a collective overall research model, from which each of them will deepen one particular aspect in their own Master Thesis.

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*Seminar Content:*

This seminar comprises six sessions. The first sessions will have a broader theoretical focus, from presenting general team effectiveness to focusing on the students' research interests and research question. Students are expected to start with a literature review on the main topic, and then they must identify a relevant research question to be tested through an appropriate methodology. The last sessions will be focused in presenting the ongoing work – both theoretical and empirical - receiving feedback from colleagues and from the instructor.

Students need to be present in every session. Long distance supervision is not possible.

Proposed topics:

- Team processes and emergent states
- o Team coordination
- o Team interpersonal processes (e.g. affect management, motivation building)
- o Team conflict



- o Team work engagement
  - Team leadership
  - Virtual teams
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Seminar Objectives:

The final goal of this seminar is to introduce students to scientific academic research in a topic of their interest within the field of work teams in organizations. They are expected to contribute with their work to both practitioners and academics.

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Bibliography / Recommended Textbook(s) / Additional Readings:

Several articles will be made available via a dropbox for this Dissertation Seminar.

Kozlowski, S. W. J., & Bell, B. S. (2003). Work groups and teams in organizations. In W. C. Borman, D. R. Ilgen & R. J. Klimoski (Eds.), *Handbook of psychology: Industrial and organizational psychology* (pp. 333-375). London: Wiley

Marks, M. A., Mathieu, J. A., & Zaccaro, S. J. (2001). A temporally based framework and taxonomy of team process. *Academy of Management Review*, 26, 356-376. doi: 10.5465/AMR.2001.4845785

Ilgen, D. R., Hollenbeck, J. R., Johnson, M. D., & Jundt, D. K. (2005). Teams in organizations: From input-process-output models to IMOI models. *Annual Review of Psychology*, 56, 517–543. doi: 10.1146/annurev.psych.56.091103.070250

Chan, D. (1998). Functional Relations Among Constructs in the Same Content Domain at Different Levels of Analysis: A Typology of Composition Models. *Journal of Applied Psychology*, 83, 234-246. doi: 10.1037/0021-9010.83.2.234

Specific topics' readings will be provided during the seminar.  
Students are expected to look for additional resources autonomously.

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Biography:

Patrícia Costa has the degree in Psychology, a master in Organizational Behavior. She conducted her PhD on team effectiveness, and is now a researcher at Católica Lisbon. At the moment, her research focuses on virtual teams and team interaction. She teaches several courses on teams



and teamwork, as well as on organizational behavior. At the same time, she had developed several consulting projects for both the private and public sector.

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Contact(s) and Office Hours:

email: [patricia.costa@clsbe.lisboa.ucp.pt](mailto:patricia.costa@clsbe.lisboa.ucp.pt).

Office hours by email appointment.

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Schedule:

Date	Content	Preparation
6 <sup>th</sup> February (14h-15h30)	Introduction and topics overview	Motivation for this seminar and possible topic of choice
20 <sup>th</sup> February (14h-15h30)	Further discussion of topics and student specific interests; definition of topics & research questions; data collection strategy	Possible research questions
20 <sup>th</sup> March (14h-15h30)	Focused literature review; specificities of data analysis in teams	Readings & preparation of brief review on particular topic; Start data collection
10 <sup>th</sup> April (14h-15h30)	Update on progress & doubts	Data collection and analysis
8 <sup>th</sup> May (14h-15h30)	Short presentation and feedback	Short presentation including: literature review; hypothesis; methods; (preliminary) results; topics for discussion & implications
22 <sup>nd</sup> May (14h-15h30)	Final discussion and update on progress	Specific doubts and final questions

*Please do bear in mind that some of the times and content of sessions might be adjusted depending on the progress and needs of the students.*

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Deadlines:

The full list of dates and deadlines can be consulted [here](#).