



High Performance Teams (German Edition)

Benjamin Ries

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Forschungsarbeit aus dem Jahr 2009 im Fachbereich Ingenieurwissenschaften - Wirtschaftsingenieurwesen, Note: A, FernUniversität Hagen, Sprache: Deutsch, Abstract: Arbeiten in Gruppen, Teamwork und Teams sind Begriffe die untrennbar mit modernen Organisationen verbunden sind. Die Unternehmungen streben nach Gewinnmaximierung und erhoffen sich aus der inter-personellen Zusammenarbeit ihrer Mitarbeiter Effizienz- und Leistungssteigerungen. High-Performance Teams, bzw. Hochleistungsteams, sollen diesen Tribut in besonderem Maße zollen. Dies zeigt sich dadurch, dass sie Leistungen fernab des Durchschnitts erbringen. Hochleistungsteams sind im Sport (Team Alinghi, vgl. Jennewein/Schmitz 2007, S.26ff.), im öffentlichen Leben (Rettungskräfte, vgl. Pawlowsky et. al. 2005, S.50ff.) als auch in Unternehmen (Elite-Team der Zeitung Democrat's, vgl. Katzenbach / Smith 2003, S.67ff.) anzutreffen. Innerhalb der folgenden Seiten soll geklärt werden, was High-Performance Teams von anderen Teams unterscheidet, welche Voraussetzungen für die Schaffung vorhanden sein müssen und ob Hochleistungsteams das anzustrebende Ziel in Unternehmungen darstellen.

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