



# Group Dynamics and Team Interventions: Understanding and Improving Team Performance

By Timothy M. Franz

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Strong teams can be one of the greatest strengths of an organization—just as poor teams can spell disaster. *Group Dynamics and Team Interventions* brings research and practice together to offer proven application and intervention techniques to help optimize team functioning in the workplace. A benefit to academics and practitioners alike, this book provides readers with a better understanding of the dynamics that inform team behavior, along with assessment tools and practical techniques to create and maintain high-performing teams.

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## **Group Dynamics and Team Interventions: Understanding and Improving Team Performance** By Timothy M. Franz **Bibliography**

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### **Editorial Review**

#### Review

"He covers this territory remarkably well in this book, which stands as a combined textbook and operational manual. Summing Up: Highly recommended. Lower-division undergraduates through faculty and professionals." (Choice, 1 March 2013)

#### Review

Timothy M. Franz has done it with this book. Here you will find a virtual cornucopia of information about teams and group dynamics. This book should be of invaluable assistance to anyone interested in these important topics.

-William J. Rothwell, Penn State

Tim has written a thoughtful, down-to-earth book integrating behavioral science theory with day-to-day best practices that will increase any leader's knowledge and skills regarding ways to improve team performance.

- Thomas Kayser, author of *Mining Group Gold* and *Building Team Power*

#### From the Back Cover

Organizations thrive or struggle as a result of interactions among team members. To optimize the performance of teams, *Group Dynamics and Team Interventions* bridges the gap between the most up-to-date academic research findings about group behavior and real-life practice. Chapters summarize the theories behind group and team behavior while offering proven application and intervention techniques that can be utilized in workplace settings. Topics addressed include team formation and development; understanding culture and team diversity; improving team cohesion, decision making, and problem solving; managing and reducing team conflict; team leadership, power, and influence; and others. Brief case studies and interventions that illustrate each theory help to enhance the clarity of the topics.

*Group Dynamics and Team Interventions* will benefit academics and practitioners alike, who gain from a better understanding of the dynamics that inform team behavior, along with assessment tools and practical intervention techniques to create and maintain a high-performing team.

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