



Leading Teams

An interview with Author and Harvard Professor Dr. J. Richard Hackman

People and Projects Podcast
Premium Content



Dr. J. Richard Hackman

Harvard Professor, Author



Bio

- Edgar Pierce Professor of Social and Organizational Psychology at Harvard University.
- Conducts research on a variety of topics in social and organizational psychology, including team dynamics and performance, social influences on individual behavior, and the design and leadership of self-managing groups and organizations.
- Editorial board of several professional journals, and has consulted to a variety of organizations on issues having to do with work design, leadership, and team effectiveness.
- Author of over seven books, including the one we're discussing today: **Leading Teams: Setting the Stage for Great Performances.**

Questions for Discussion



- Richard Hackman says, “*A leader cannot make a team great, but a leader can create conditions that increase the chances that moments of greatness will occur.*”
- In what ways do you agree? Disagree?
- Examples?



Questions for Discussion



- In practical terms, how do *you* evaluate the effectiveness of a team?
- What are some considerations that Dr. Hackman brought up in the podcast interview?



Questions for Discussion



- Where are we doing a good job of setting direction for our teams?
- Where could we be doing a better job?



Questions for Discussion



- What do we need to do differently based on our discussion?

Leading Teams, an interview with Dr. Richard Hackman
www.PeopleAndProjectsPodcast.com



Additional Resources



- **Leading Teams: Setting the Stage for Great Performances**
- **Senior Leadership Teams**
- Podcast interview: Leading Teams with Meaning, with Dr. Adam Grant (June 7, 2010)

