

## Do We Need A Team?

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Convene a Team When...	Convene a Committee or Working Group When...
The work to be done is adaptive. It requires learning and changing people's hearts and minds.	The work to be done is technical. It addresses a problem we know how to solve.
The reason for existence will be ongoing, long term, and instrumental to the ability of the organization to fulfill its mission.	The work is episodic and organized around a specific task or project.
The tasks the team will engage in require more resources than one person alone can provide.	One person or a couple people can do what needs to be done.
The team's goals are directly in support of the larger organization's goals.	There are tasks to complete, events to hold, and so on. The work done in this group may feed into or support the work of a team.
Membership will be consistent for at least a year and it's important that this team develop trust in each other.	High levels of trust aren't essential to meet the group's goals and membership can fluctuate.
Diverse skills and perspectives are required to accomplish the work.	Divergent perspectives aren't essential. A limited skill set is needed.
There is someone with the skills to lead or facilitate the team.	The success of the group doesn't weigh heavily on a leader or facilitator with skills.

