

WORKING GROUP	TEAM
Has a strong and focused leader who delegates work assignments and checks the work of individuals.	The leader supports the team and strengthens its collaborative and functional capacity, including developing and involving the individual employee. The team members distribute the tasks themselves and collaborate on the solution. The leader is also a link between the team and the rest of the organization.
The members are individually responsible for the group's results.	The members are responsible both individually and collectively for the group's results.
Members focus on their own goals.	The members focus on the team's goals.
Members provide individual results and products.	Members provide common results and products.
Holds effective meetings where no time is spent on "gossip". The meetings are primarily used for the exchange of information.	The meetings are very open, and time is also spent on understanding each other. The meetings are used for open discussions, planning and active problem-solving.

FIGURE 5.3
The difference between a workgroup and a team.