What are the most important success factors for your virtual team in LIBR 204 to understand and employ?

In “Virtual teams in Libraries” by Mike Knecht some of the greatest advantages in using virtual teams are increased productivity and accountability. A virtual team is able to multitask better, because the team has the ability to do their tasks from anywhere and time (Knecht, 2004). For example, someone can be sending an email while shopping for supplies. Knecht (2004) also explains that because everyone has the equal ability to participate, while having their work and discussions made viewable by others, every one is more accountable for their work. Knecht explains that in order to build a strong team that is productive and accountable a team needs to set goals and objectives. This allows group members to know what are the expectations and gives the group a set focus and direction (Knecht, 2004 ). Knecht (2004) also suggests groups set timelines and deadlines with performance indicators to track progress and work for evaluation. Evans & Wards (2007) explains that someone with the skill, ability and motivation will not perform well without support (294). Another important factor to successful teams is the ability to communicate effectively using technology that group members’ access. Knecht (2004) explains that group members need to be updated with the latest technologies in order for important messages to go through that could be vital for a project. Knecht (2004) explains that their needs to be a system in place where alerts are set up if someone is unavailable for certain periods. Sometimes lack of communication can lead to confusion and frustration if work is unacceptable for a project. Knecht (2004) suggests that because there are little face-to-face interaction groups need to adopt ways in which to socialize by using tools such as chat or web conferencing. Whether it is chats about subjects outside of the project or using video conferencing, group members can bond and gain trust. They also learn about each other and may share common interests and goals. Evans & Ward (2007) explain that motivating teams to perform requires shared enthusiasm, commitment and values (323). I think trusting your group members through communication channels and vice versa will help build a more successful team.

Evans, G.E., & Ward, P.L. (2007). Management basics for information professionals (2nded.). New York: Neal-Schumann Publishers, Inc.

Knecht, M. (2004). Virtual teams and libraries. Library Administration & Management, 18(1), 24-29.