Team Based Learning (TBL)

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Agenda

- Overview of Team Based Learning (TBL)
- RATs!
- Team Learning Exercises
- Graded Work Product
- Challenges with TBL
- Q & A

Overview of Team Based Learning

- Comprehensive teaching strategy to enable active learning
- Learning occurs through student teams
- Assessment based on combination of individual and student activities

http://www.teambasedlearning.org/

Purpose of TBL

- Place accountability for learning on students
- Use class time for exploration of concepts rather than for reviewing basic material (flip the classroom)
- Enable students to apply concepts with immediate feedback

How TBL Works

- Create teams at beginning of semester, keep same teams for entire semester

- Divide course into 5-7 modules

- Each module follows specific sequence
  - Readiness Assessment Test (RAT)
  - In-class team learning exercises
  - Graded work product

Benefits of TBL

- Promotes active learning which leads to
  - Better attendance and participation
  - Better retention of learning
- Can cover material in more depth than in traditional lecture
- Rewarding and fun for both students and instructor

Readiness Assessment Test (RAT)

- Take individual quiz first
- When all in group finished, take team version
  - Write score on top of quiz sheet
  - Use Questions #1-5 on IF AT form
  - Write appeal on quiz sheet
- When first team finishes, all others have 10 minutes to finish quiz.
- Appeal process: if disagree with answer, write an appeal and all must sign.

Readiness Assessment Tests (RATs)

- RAT is based on the reading on teams
- Please take the RAT individually first
- When everyone in group finished, take it as a team on IFAT form
- Write appeal if question is unclear or wrong

Team Learning Exercises (TLE)

- 4 Ss
    1. Significant Problem
    2. Same Case/Topic for all teams
    3. Specific Choice
    4. Simultaneous Reporting

What Is a Business Model and Why Does it Matter?

Go to http://www.redhat.com/ and review the information provided. Working quickly, and as a team, formulate answers to the following questions:

- What is the strategy of Red Hat for gaining and sustaining a competitive advantage?

- What is Red Hat's business model? How, if at all, is it different than the business model at Microsoft?

- Having reviewed the company's recent financial performance would you:

  - Personally invest in this company? Why or why not?

  - Recommend that your grandmother who is on a fixed income invest in the company?   Why or why not?

Graded Work: Sunabi Case (Conflict)

- George: a young salesman for Sunabi hurts back snowboarding
- Performance suffers and passed over for promotion
- Threatens to sue (disability discrimination)
- What should Sunabi do?

Process

- Introduce conflict topics and RAT
- Introduce case and discuss in one class
- Teams work on case in class
- Written Analysis: Each team much choose one option to recommend to Sunabi
- Report choice in class simultaneously

Sunabi Debrief

- Please write your team number in the box that best fits your recommendation
- You will have 2-3 minutes to explain your recommendation

Option 1: Fire George	Option 2: Promote George	Option 3: Accommodate George	Option 4: Pay George a Settlement to go away

Challenges with TBL

- Social loafing
- How big should the teams be?
- What if the reading is too difficult?
- How hard should the RATs be?
- How do I make challenging team learning exercises?
- Can I lecture at all?

How Can You Use TBL?

Questions?

Do You Want To Do Business Here—or What?

Suppose you find yourself in the following situation.

- You are representing your company as it prepares its first-ever bid for a multimillion-dollar contract in a foreign country.

- You are introduced to a consultant who offers to help you submit the bid and negotiate with your potential customer company.

- Conversing with the consultant, you learn that she is well connected in local government and business circles and knows key personnel in the customer company extremely well.

- The consultant quotes you a six-figure fee. Later, your local coworkers tell you that the use of such consultants is entirely normal in this country—and that a large fraction of the fee will go directly to people working for the customer company. They further inform you that bidders who rejected the help of such consultants have lost contracts to competitors who employed them.

- Your CEO has made it clear to you that succeeding in securing this new business will put you in line for a partnership in the firm.

- What do you do, given that your company's code of ethics expressly forbids payment of bribes or kickbacks in any form? Do you . . .

Do You Want To Do Business Here—or What?

Do you . . .

- A.   Reject the consultant's offer of services, even if it means losing the new business?

- B.   Engage the consultant because, if the new business is as successful as anticipated, the fee will be recovered in the first few months of operations? (You have checked around and confirmed that many US companies use one of these local "consultants" to help them get started in this country.)

Make your best and most persuasive case as to why your decision is the right one.

Is Flatter – Better?

Your team has been retained by Nuclear Wastes Inc. to advise Nick, NWI's chief executive officer, on the organizational structure for the company's new Central Rockies regional center. Nick has been reading in the popular business press about flat organizations with empowered employees, and he is intrigued, especially in light of what he has heard about the strong work ethic and independent nature of people in the Western (but not coastal) states.

- Whether you would tell him YES or NO as to whether a decentralized, highly empowered organization is a good structure for the new regional office.
- Provide support, using Chapter 8 concepts, for your position and have a spokesperson identified and ready to summarize your answers.