

# Distributed Teams: Effects of Team Size

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# Study Design

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- 18 Teams @ Simcon Corporation
- geographically distributed (8 geographic regions)
- 72 survey questions about:
  - team history & background
  - cohesion
  - motivation, trust, reward
  - technology adoption

# Sample (N=109)

Team Size	Number of respondents
<b>Smaller teams</b>	
4	4
6	7
7	11
9	17
<b>Total Smaller</b>	<b>39</b>
<b>Larger teams</b>	
14	7
15	12
17	15
18	36
<b>Total Larger</b>	<b>70</b>

Number of respondents according to team size.

# Study Summary

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**Compared to members of larger teams, members of smaller teams:**

- participated more actively on their team**
- were more committed to their team**
- were more aware of the goals of the team**
- were better acquainted with other team members' personalities, work roles and communication styles**



# Study Summary

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- **Compared to members of smaller teams, members of larger teams:**
  - **were more vigilant about preparing meeting agendas**
  - **followed meeting agendas more closely**
  - **adopted technology to support coordination of asynchronous work**

# Some Implications

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- **Size is a consideration with distributed teams.**
- **Cautionary Tail:**
  - **connecting more individuals to an existing distributed team entails few additional operational costs, yet...**
  - **doing so may have efficiency costs.**