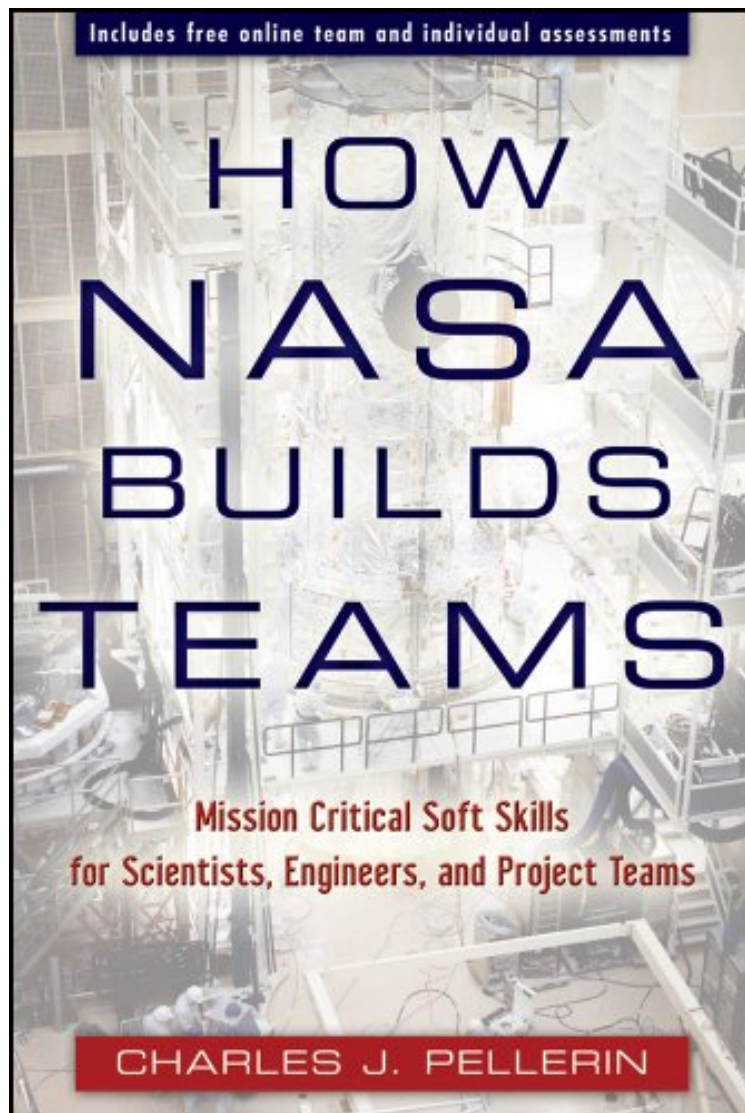


(Library ebook) How NASA Builds Teams: Mission Critical Soft Skills for Scientists, Engineers, and Project Teams

How NASA Builds Teams: Mission Critical Soft Skills for Scientists, Engineers, and Project Teams

Charles J. Pellerin

*ePub | *DOC | audiobook | ebooks | Download PDF*



[Download](#)

[Read Online](#)

#824310 in eBooks 2009-06-15 2009-06-15 File Name: B002EBDOXS | File size: 20.Mb

Charles J. Pellerin : How NASA Builds Teams: Mission Critical Soft Skills for Scientists, Engineers, and Project Teams before purchasing it in order to gage whether or not it would be worth my time, and all praised How NASA Builds Teams: Mission Critical Soft Skills for Scientists, Engineers, and Project Teams:

1 of 1 people found the following review helpful. Personal Responsibility for Effective Team Relationships: The Difference Between I, Them, and UsBy Troy KleinThis is a book for people who care equally for themselves and

everyone else. It reaches into discussions of your core personality "4-D" dimensions (which the author calls: cultivating, visioning, including, directing) which only you may ever understand (things even a parent or significant other may possibly notice without fully understanding). There are no magic checklists or guaranteed outcomes promised to the reader to reach a publicly visible state of accomplishment. Insights are absent on how to change everyone and everything else in your life, only how to change yourself. The author uses his own journey from a style of business, social, and personal relationships where he was the center of his own universe. That journey changed to one where all of his relationships are sustained as mutual team efforts. He shows how external perceptions of himself were often personally counter-productive because the public rewards were usually for what appears to have happened vs. to what actual did and did not happen. What is provided is a way to have a discussion with yourself on how to relate effectively to yourself (your first team), significant others, family, social and work groups. The great thing about this book is that it offers a universal language (the book is being used in cultures around the world) of evaluating and improving all of these relationships. This book squarely places the responsibility for the improvement of your role in these relationships with yourself by suggesting processes and questions that you need to continuously improve your realizations, insights, and answers to ask even better questions of yourself. The visible past and present become perspectives to an improved personal future where all of your relationships (personal or business) benefit as well. The benefits of this for people working in groups of all types is that when those groups adopt the 4-D mutual relationship framework instead of the classic competitive and hierarchical relationship model, all that social energy becomes synergy of incredible magnitude. The quantitative measures such as productivity and accuracy are shown by the author when using his 4-D framework to have magnitudes of improvement vs. the few percentages promised by other approaches (like 10X or 100X rather than 10% or 100%). The benefits to organizations who use this book's approach of collegial vs. imposed values is very valuable to staff and all private and public stakeholders. This book is recommended for people who wish to take responsibility for their relationships and become their own mentor. Not in a few publicly visible easy steps, rather as a usually private personal process of continuous change and improvement. Very much recommended for groups who wish to have sustainable successful cultures and accomplishments.

3 of 3 people found the following review helpful. Recipe for Success By Chris Acree As an IT Manager in the Aerospace industry, I often find myself in situations where I need to understand and work with professionals possessing a wide range of technical skill and experience. While there is no easy recipe for building and managing highly technical teams, "How NASA Builds Teams" is the best resource I've seen on the subject. The main proposition of the book is that social context plays a key, if not the most important, role in determining even high profile, high stakes projects. More importantly, these social contexts can be managed. Social context drives behavior which drives performance which drives project results. The material begins with the basic AMBR model intended to briefly describe how our brains work. (A)ttention : The things that hold your current mental focus (M)indset: Your attitude of the things that have your attention (B)ehavior: A product of and influenced by Attention and your current Mindset (R)esults: Measurable, observable manifestations of behavior (profit, project success, etc) It is easy for project managers to unintentionally create a bad social context that will derail a project despite heroic efforts. There is an incredible amount of emotional/social intelligence information out there and this book distills much of it down to the essential, crucial elements those managers can use to greatly improve their chances of success.

0 of 0 people found the following review helpful. Ok, I bought this book because it was suggested ... By wayne Ok, I bought this book because it was suggested by my organizations' President, initially hard to follow, somewhat fractional, sporadic thought patterns...but maybe I'm at fault. I have never built or repaired a billion-dollar telescope. I will attempt to get through it a few more times. Maybe it's a test to see if I have the right minerals to get through it and build a functional team! I will let you all know!

Every successful organization needs high-performance teams to compete and succeed. Yet, technical people are often resistant to traditional "touchy-feely" teambuilding. To improve communication, performance, and morale among NASA's technical teams, former NASA Astrophysicist Dr. Charlie Pellerin developed the teambuilding process described in "How NASA Builds Teams"—an approach that is proven, quantitative, and requires only a fraction of the time and resources of traditional training methods. This "4-D" process has boosted team performance in hundreds of NASA project teams, engineering teams, and management teams, including the people responsible for NASA's most complex systems— the Space Shuttle, space telescopes, robots on Mars, and the mission back to the moon. How NASA Builds Teams explains how the 4-D teambuilding process can be applied in any organization, and includes a fast, free on-line behavioral assessment to help your team and the individual members understand each other and measure the key driver of team performance, the social context. Moreover, these simple, logical processes appeal strongly to technical teams who eschew "touchy-feely" training. Pellerin applies simple, elegant principles from his physics background to the art teambuilding, such as the use of a coordinate system to analyze the characteristics of team performance into actionable elements. The author illustrates the teambuilding process with entertaining stories from his decade as NASA's Director for Astrophysics and subsequent 15 years of working closely with NASA and outside business teams. For example, he tells how the processes in the book

enabled him to initiate the space mission to fix the Hubble Space Telescopes' flawed mirror. Free downloadable resources will help you: Identify your teammates' innate personalities