# Introduction

- The increasing importance of global teams
- Global teams face more challenges in teamwork and efficiency
- Researchers identified and examined challenges like "Geography, national culture, language and time"
- Autoethnography as a research method is underrepresented in previous studies

# Methods

- Narrative research: Autoethnography
- Play dual roles as a member and research in the global team study
- Use personal experience to examine and critique global team culture
- Reveal the relationship between individuals and the organization in a real-world global team setting.

# Results

- Shared four lived stories to describe how prioritization, evaluation, trust, and fairness are perceived through a cultural and individual lens.
- Described how time zone difference, geography distance, culture conflicts, and language expression entangle together and create a unique and complex environment.
- Critique assumptions and examine the knowledge about global team engagement.
- Revealed the complexity of the global team from an individual perspective.



## The Challenges of Global Teamwork
### an Autoethnography of a Global Team

**Maggie Qi Ye, Master of Arts Candidate**
Human Dimensions of Organizations, The University of Texas at Austin

## Acknowledgments

A very special thanks to the HDO professors and staff for their guidance, to my HDO cohort teammates for their friendship and helps, to my leaders and peers for their support. And to my husband for his patience and encouragement along this journey.

When team members with cultural backgrounds and are working in different locations,

- Their communication could easily deteriorate with misunderstanding and distrust
- The conflicts in a global team come from multiple dimensions
- These barriers entangle together make global teamwork more difficult than the conventional co-location team.
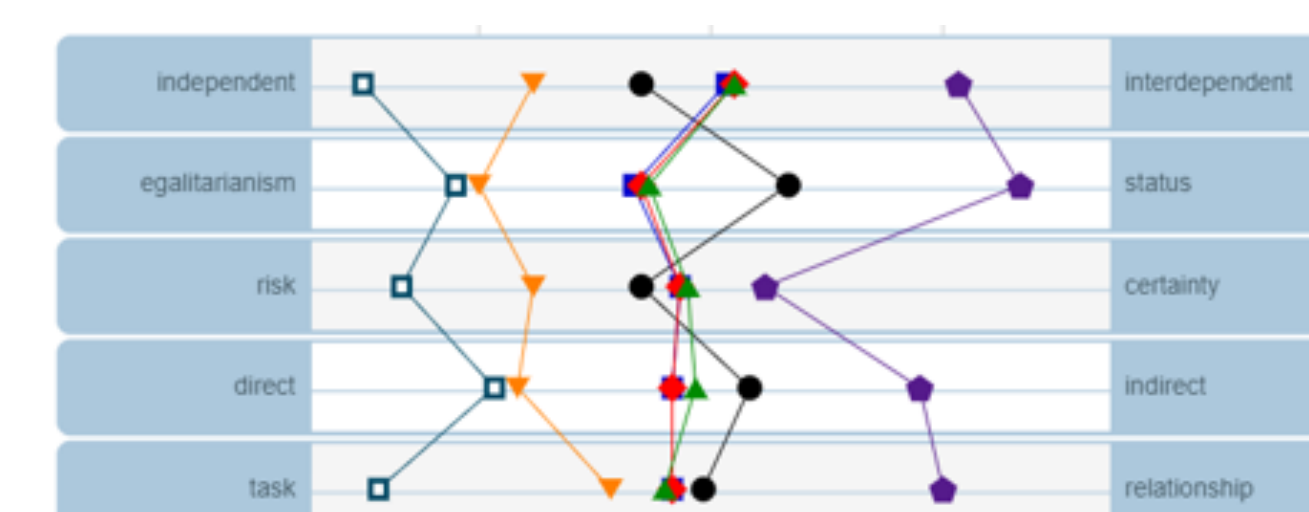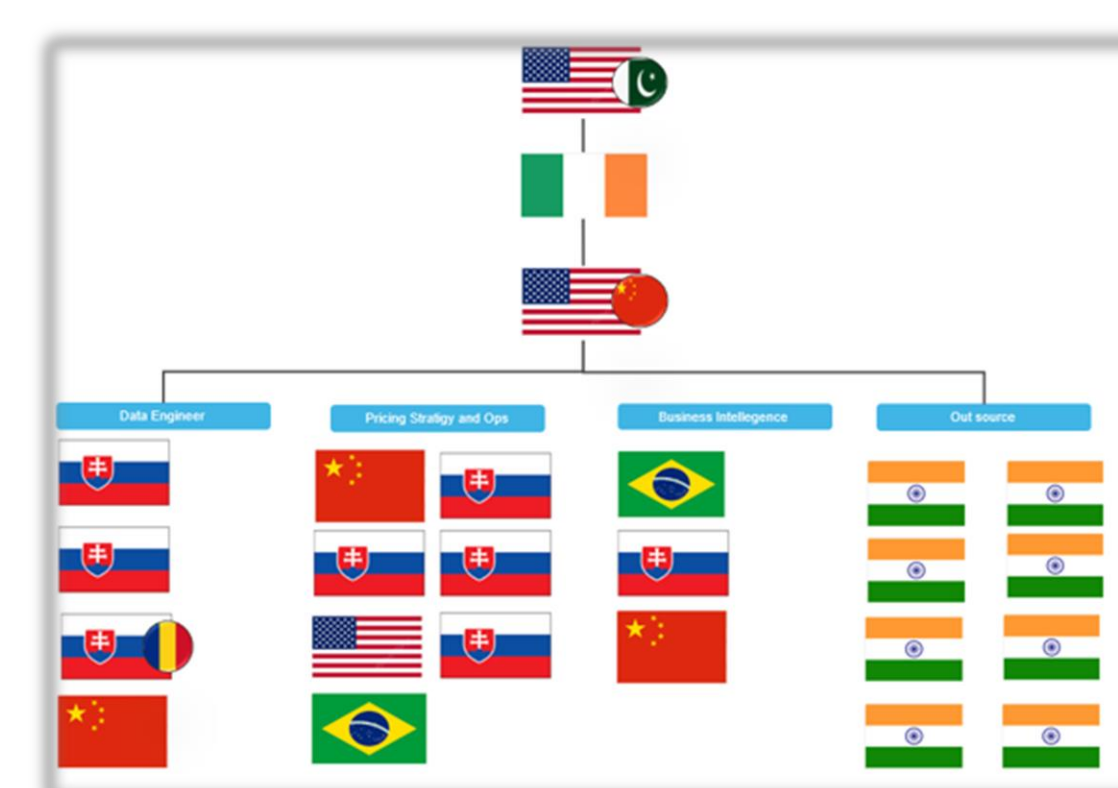


**Further Information:** Maggie.yeqi@utexas.edu

### Literature Cited

Aperian Global. "GlobalSmartProfile." Aperian Global, 2019. Learning.Aperianglobal.Com. Accessed July 5, 2019. https://learning.aperianglobal.com/web/gap/profile.cfm.

Ellis, Carolyn, Tony E. Adams, and Arthur P. Bochner. "Autoethnography: an overview." Historical Social Research/Historische Sozialforschung (2011): 273-290.

Heller, Rebecca, Aaron Laurito, Kurt Johnson, Maureen Martin, Rex Fitzpatrick, and Kirsten Sundin. "Global teams: trends, challenges, and solutions." Cornell Center for Human Resource Studies (2010): 1-100.

Jarvenpaa, Sirkka L., and Elizabeth Keating. "Global offshoring of engineering project teams: trust asymmetries across cultural borders." Engineering Project Organization Journal 2, no. 1-2 (2012): 71-83.

Jones, Stacy Holman, Tony E. Adams, and Carolyn Ellis, eds. Handbook of autoethnography. Routledge, 2016.

Neeley, Tsedal "Global teams that work: A framework for bridging social distance" Harvard Business Review. Vol. 93, Issue 10, (2015): 74-78

Powell, Anne, Gabriele Piccoli, and Blake Ives. "Virtual teams: a review of current literature and directions for future research." ACM SIGMIS Database: the DATABASE for Advances in Information Systems 35, no. 1 (2004): 6-36.

Gilson, Lucy L., M. Travis Maynard, Nicole C. Jones Young, Matti Vartiainen, and Marko Hakonen. "Virtual teams research: 10 years, 10 themes, and 10 opportunities." Journal of management 41, no. 5 (2015): 1313-1337.

CultureWizard, RW3. 2019. "Global Virtual Teams Are Falling Short Of Their Potential". Prnewswire.Com. Accessed July 26 2019. https://www.prnewswire.com/news-releases/global-virtual-teams-are-falling-short-of-their-potential-300654333.html.

Reina, Dennis, Michelle Reina, and D. Hudnut. "Why trust is critical to team success." Center for Creative Leadership(2017).