Home > Journal > Social Sciences & Humanities > SM

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Team Training, Team Learning, Leadership and Psychology Safety: A Study of Team Training and Team Learning Behavior during a Swedish Military Staff Exercise

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ABSTRACT
The critical dependence of armed forces on teams carrying out tasks in a continuously changing, uncertain and often dangerous environment, raises questions about how to better understand factors that enable or hamper effective team learning. So far there is no developed field of research into team learning in the Swedish Armed Forces. This is the first of several studies within the Swedish Armed Forces to explore and gain a better understanding of team learning. In this first study of team learning we followed a military staff exercise. The theoretical base in this study is Amy Edmondson's theoretical model for studying and analyzing team learning. The model consists of context support, team leader coaching, team psychology safety and team learning behavior. The results of this study supports the theoretical model of team learning and describe factors that are important for creating good conditions for team learning behavior.

KEYWORDS
Team Learning; Context Support; Team Leader Coaching; Psychology Safety; Learning Behavior

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