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distract team members from the task, causing them to work less effectively and produce suboptimal products (Wilson, Butler, Cray, Hickson, & Mallory, 1986), In contrast, task conflict can improve decision-making outcomes and team produc-

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Making the Team , Denny Newburn, 2006, Accidents, 47 pages. . The Team Building Tool Kit Tips and Tactics for Effective Workplace Teams, Deborah Mackin, 2007, Business & Economics, 223 pages.

Making the Team: A Guide for Managers, 2004, Leigh L

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the role of team culture in team decision -making. Hofstede's measure (1980) for organizational culture was used in Workman's study (2005) to measure virtual team culture such as team's structure, relationships,

The Role of Team's Communication Practices in Between-Team

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