

On Selection of project team members and complexity

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In construction the sub-process of selecting team members, as in individuals not partners, is not implemented. However interconnections and boundaries are formed between both individuals within a team and teams as a whole within the project which cause complexity. Understanding the characteristics of complexity from these interconnections, and how these affect the selection of members into teams will enable the development and implementation of project actions that will support the management of complexity. A two part study was conducted with construction organisations to investigate the level of implementation of team member selection and the level of actions / techniques used to manage the effects of complexity of interconnections. The results indicate that techniques available for selecting project team members are not implemented either as a norm or for managing complexity that arise from individual-team interfaces. The findings call for the implementation of appropriate selection techniques and the development of a framework of actions which will enable the management of the effects of the interconnections complexity using its characteristics

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