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a. The team leader promotes an intrinsically interesting or challenging project. b. The team leader rewards a team member with a clock for his or her hours of overtime spent in the service of a team's project. c. The team shares, and mutually sets, their own performance goals. d.

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Leigh Thompson is the J. Jay Gerber Distinguished Professor of Dispute Resolution and Organizations, Kellogg School of Management, Northwestern University, Evanston, IL.. Leigh Thompson is an internationally recognized scholar on negotiation, group decision making, team creativity, teamwork and collaboration.

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