What have we learned about effective teams?

Building relationships

To enable an effective team, building relationships within the team is one of the most important elements to ensure people are working together in groups to achieve an end goal. It promotes diversity and skills that will facilitate an 'in it together' factor. While building these relationships within the group, you begin to trust and gain confidence while engaging amongst each other. Working closely together every day requires significant human bonding. In some areas social change cannot be won so an effective team cannot always strive to an end goal. Antje (2023).

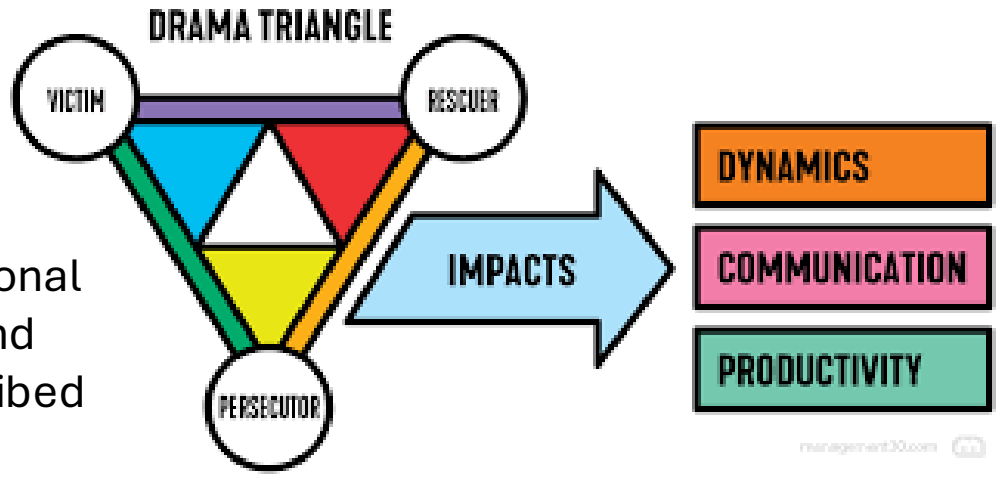
Belbin team roles

The definition of the Belbin team roles is an effective technique that allows you to behave, contribute and interrelate with others in a particular way. There are nine Belbin team roles which are, a resource investigator, teamwork, a coordinator, plant, monitor evaluator, a specialist, shaper, implementer and a complete finisher. Bitesize Learning (2024). All these roles are divided into three different categories. These categories are, action oriented, people oriented and thought oriented. Using this technique within an effective team would allow you to explore various opportunities amongst each other and would allow you to evaluate the strengths and the weaknesses.

Reflections on relationships

Reflecting on relationships is a way to communicate amongst each other by listening to each team member in what they are saying, share thoughts and ideas within the group to improve listening skills in conversations. This will show the team members that you are actively making an effort to listen and understand what it is they are trying to express. The way we engage is vital as we want the team to feel comfortable to enable them to express what they think or how they are feeling. This will help us to grow as individuals. Reflecting on relationships is an important element as it can help you observe on what yourself as well as each individual group member can improve on. Without reflecting it may lead to cause tension, negativity and irritability within the group if a team member or some team members are not being heard, or their ideas or suggestions are not being valued. It is important that all team members reflect on their experiences and ideas by encouraging open and honest discussions. This will enable improvement. Bright Vision Events. (2024).

Drama triangle



The drama triangle demonstrates unhealthy interpersonal dynamics, capturing three roles, victim, persecutor and rescuer. nadine (2023). The drama triangle was first described in the 1960s by Stephen Karpman. In a leadership environment these roles can disrupt collaboration and growth within the team. As a more senior individual you will certainly encounter conflicts within your team. By expanding your knowledge further on the drama triangle, you will enable yourself to spot these patterns, resolve the conflict effectively and work towards empowering your teams.

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Benefits of team collaboration

- **Collaboration means the process of two or more people working together to complete a defined goal. It can also happen between two or more organizations. According to Indeed Carier Gide (2024).**
- **At a broad level, teamwork is the process through which team members collaborate to achieve task goals.**
- **Stages of Collaboration.**
- Lockhart-Wood (2000) identifies four key stages of collaboration in teamwork, which align with Tuckman's model of group development:
- 1. **Planning/Design Phase (Forming):** The purpose and goals of the collaboration are defined in this stage. It sets the foundation for teamwork as team members orient themselves to the task and one another.
- 2. **Information/Data-Gathering Phase (Storming):** This stage focuses on building rapport, clarifying roles, and resolving initial disagreements. Leadership and commitments are established as the team works through conflicts.
- 3. **Analytical/Processing Phase (Norming):** Team members analyse data and refine their approach to align on objectives. Collaboration becomes more structured and efficient during this phase.
- 4. **Implementation/Execution Phase (Performing):** Plans are put into action to achieve the desired outcomes. This stage is characterized by seamless teamwork and high productivity.

Listening and coaching style: the importance of creating space to understand and collaborate

- A Stanford study from a few years ago found that even the mere perception of working collectively on a task can supercharge our performance.

- Participants in the research who were primed to act collaboratively stuck at their task 64% longer than their solitary peers, whilst also reporting higher engagement levels, lower fatigue levels and a higher success rate. What's more, this impact persisted for several weeks.

- *"The results showed that simply feeling like your part of a team of people working on a task makes people more motivated as they take on challenges,"* the researchers say.
- A similar finding emerged from a recent joint study between the Institute for Corporate Productivity (i4cp) and Rob Cross, Edward A. Madden Professor of Global Business at Babson College. It found that companies that promoted collaborative working were 5 times as likely to be high performing.

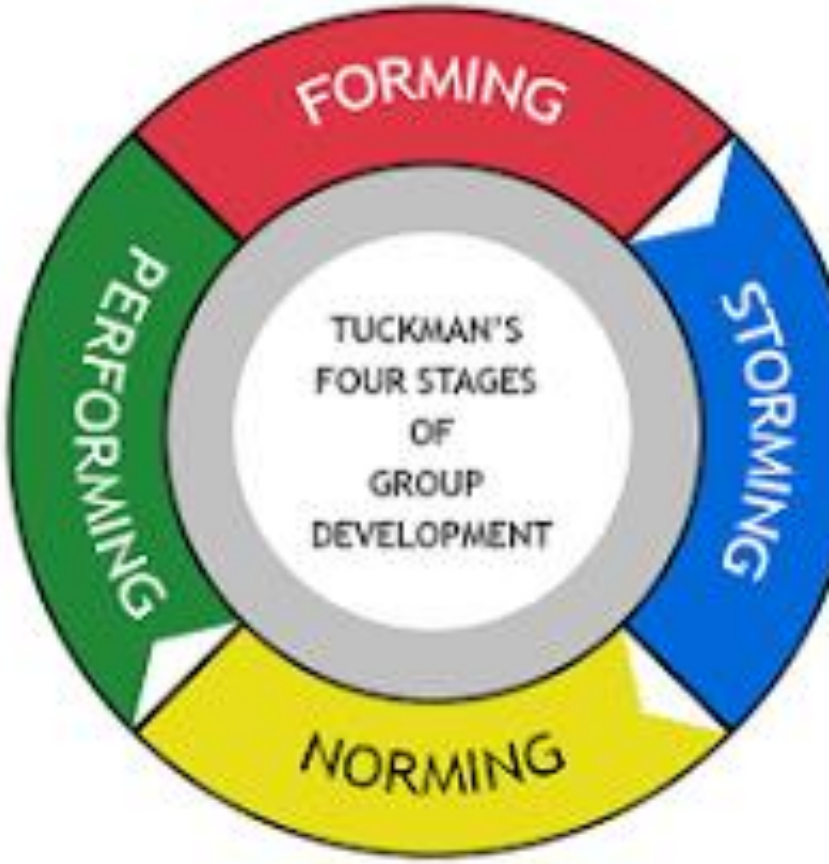
- There are a number of systemic factors that influence how we behave at work, whether it's how information flows through your organization, how decisions are made, the physical design of your workplace, or how you measure and reward employee behaviors.

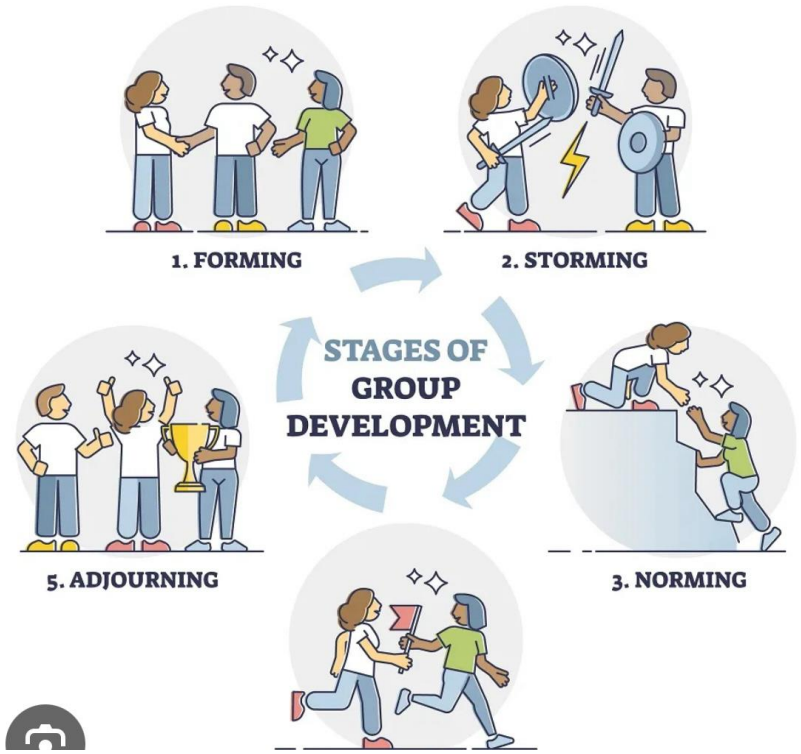
- *Yet, most talent management systems are designed to reward individual achievement, not team accomplishments,"* said Kevin Martin, Chief Research Officer, i4cp. *"Finding ways to recognize and reward individuals, leaders, and teams who engage in productive collaborative behaviours can pay off in a big way."*
- This hypothesis was further examined in a study publsihed last year that examined whether we collaborate more or less during a recession. The theory was that recessions promote more dog-eat-dog style behavior, and therefore less collaboration.

- All of which underlines the importance of creating the right culture so that collaborative behaviors flourish even when employees are sorely tempted to look out for number one. Whilst this maybe

Tuckman’s theory reflection how team develop

- · Tuckman’s theory of team development outlines five stages that teams typically go through: **Forming, Storming, Norming, Performing,** and **Adjourning**. Each stage represents a phase of growth and challenges as a team works toward achieving its goals. According to (Bitesize Learning, 2023), Below is a reflection on Tuckman’s theory with a real-life example of my experience as a healthcare assistant.
- **1. Forming**- In the forming stage, team members come together and get to know each other. Roles, responsibilities, and goals are not yet clearly defined, so interactions are polite and cautious.
- **2. Storming**- The storming stage is often marked by conflicts or struggles as team members begin to assert their ideas and adjust to working together. Misunderstandings may occur as everyone learns to navigate their roles.
- **3. Norming**- In this stage, the team begins to resolve conflicts, establish shared expectations, and collaborate effectively. Trust and mutual respect grow as members recognize each other’s strengths.
- **4. Performing**- By the performing stage, the team is highly productive, with members working seamlessly toward their goals. Communication is efficient, and team members can rely on each other.
- **5. Adjourning-**The adjourning stage occurs when the team disbands after achieving its goals, often accompanied by reflection or a sense of loss.





Team development

After understanding Betari's Box has helped me be more deliberate about my attitude when interacting with members of the team. In one project, a teammate frequently dismissed suggestions, which had an impact on the group's morale. Rather than responding fast without thinking, I tried to maintain a positive attitude and respect each team member's input. As I did so, the overall atmosphere in our group improved, and even the initially dismissive team member began to participate more positively. This experience reinforced the impact of my behaviour on group dynamics and taught me the importance of maintaining a positive attitude, even in difficult situations. (McPheat,2022).

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Understanding Relationship Dynamics

- Relationship dynamics within a team have a significant impact on trust and teamwork, effecting how members interact, settle disagreements, and work towards shared goals.
- Positive interpersonal dynamics are essential for developing psychological safety, which is a critical element that enables team members to express their ideas, problems, and doubts without worrying about criticism or retaliation.
- Understanding each team member's particular position and personality helps leaders manage conflicts within the group and make sure that differences promote innovation and creativity rather than conflict.
- Identifying and solving problems like imbalances in authority, misunderstandings, or interpersonal disputes is essential to effective leadership since they can undermine trust and reduce effectiveness if left unchecked.
- By identifying each member's strengths and flaws models such as Belbin's Team Roles can help the team work together more effectively by utilising the diverse contributions of all team members.

Leadership in Teams

- Leading a team involves more than just delivering commands, it also involves guiding members towards common goals and building an environment of cooperation, respect, and assistance.
- Effective leaders integrate emotional intelligence with visionary insight to address the needs and concerns of each team member while maintaining the team's focus on its goals.
- Strong communication, flexibility, and empathy are all crucial leadership qualities that help create a supportive and effective team dynamic. These qualities also allow leaders to proactively handle problems and make sure each team member feels appreciated and recognised.
- Team members can freely express their individual perspectives in a safe space created by leaders who structure inclusivity and encourage sincere communication, which develops a more varied and creative approach to problem-solving.
- Outstanding leaders recognise the value of flexibility, adjusting their approaches to meet the team's changing demands and encouraging criticism to promote ongoing improvement.

Reflection On teams

- The foundation of successful teamwork is trust, clear communication, and a sense of shared accountability, which guarantees that everyone's contributions fit with the group's objectives.
- A solid and functional workplace is facilitated by acknowledging the team's capabilities, which include mutual support and efficient entrusting tasks
- Overlapping roles, opposing goals, or unequal expectations are common ways that obstacles appear, highlighting the need for proactive problem-solving and adaptability.
- Teams are able to evaluate their efficacy, address inefficiencies, and execute strategies for continuous improvement through regular reflection and feedback processes.
- Insights from teamwork reinforce how crucial it is to define roles early on, maintain open lines of communication, and develop an inclusive culture in order to succeed as a group.

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EFFEECTIVE RELATIONSHIPS IN TEAM WORK

- For great team work you need
- Effective communication
- mutual respect among team/teams
- Clear goals
- Which lead to....
- Great collaboration and great ideas
- Strong commitment to succeed in all we do
- Planing strategies to ensure a better understanding in life an in teams (S.Ponda 2010)
- The best situations to solve conflict to implement and use the Thomas & Kilmann model (Mariann Benke 2009)
- (Kurt lewis 1939)Doing these will help navigate any challenges and dynamics will show positive an negative people in team

WHY IS TEAM COMMUNICATION IMPORTANT?

- Strong communication is the driving force for everything we do to succeed. (TKMI)
- Good communication leads to effective decisions. Lead to great out comes (TKMI)
- A university,basically learing with people of all diversity with different idea.(M,KSON2009)

THE EFFEECTIVE CONNECTIVITY AND DELIVERY IN TEAMS

- Is to communicate and collaborate efficiently and ensuring information flows.
- Can be enhance through useing strategys
- Communication involves Verbal,Non Verbal, Written, Visual most important listening
- Teams effectiveness models
- Hackman model ehpaheses the importance of real team.
- Strategies to improve...
- Active listening “engage fully”
- Ask open ended questions
- eliminate distractions
- Whether selling products or job or at university makeing strategys and decision and delivering solutions (jossey bass 1990)(Hackman.J ,1990)

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