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University of Wales
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200
1822 - 2022

BMSK4002

Effective Team work and
Communication
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The benefits of team working

- It increases productivity
- It provides a support network
- It encourages innovation
- It improves morale
- It attracts talent
- It establishes strong relationship
- It allows flexibility
- It promotes synergy (1+1=3)

■ The stages of a team development

Bruce Tuckmann 1965 team development theory

1) Forming

- confused
- anxiety
- excited
- high positive expectations

■ The stages of a team development

2) Storming

- frustration or anger
- conflict
- frustration or disagreements

■ The stages of a team development

3) Norming

- resolve the discrepancy
- increased sense of comfort
- increasing acceptance
- members start to feel part of a team

■ The stages of a team development

4) Performing

- members feel satisfaction
- members feel attached
- feel confidence

Steps in building a strong team

- Understand responsibilities
- Cover the Belbin roles
- Have common goals
- Deal with change
- Deal with conflict
- Share information
- Share ideas
- Adapt
- Socialise

References:

Maund, A., Schriek, M., & Tinkler, P. K. (2017) (Eds.). *Certificate in Higher Education: Skills for the Workplace Student Yearbook*. London: Sage.

Tuckman, B. W. (1965) 'Developmental sequence in small groups', *Psychological Bulletin*, 63, 384-399.