

Module: Effective Teamworking and Communication (Health and Social Care)

Module code: BMSW4002

Lecturer: Balendran Kandasamy

Group Names and ID :

2124309 - Benefits of team working - Stages of team development (Tuckman) - Flor de Killick.

2121660 - Team roles/leadership roles - Kary Montano.

2124257 - Managing conflict (Thomas and Kilmann) - Anabela Mendes:

2014219 - Successful team development - Ayomide Oluwadamilare.



University of Wales
Trinity Saint David



Team working on its operations

Working together:

- It will work more efficiently and enjoyable.
- It will examine difficulties from various angles.

Source: University of Birmingham. (n.d.).

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Source: Michael, R. (2019).

The Benefits of Team Working

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1. Solve problems successfully

- Ability to work together to produce and modify solutions.

2. Personal development growth

- Learn from the team's experiences and mistakes.

3. Less stress and tired

- Distribute the amount of work equally.

Source: Tracy, M. (2022).



Source: Depositphotos. (n,d.).

The Benefits of Team Working

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4. Happier Team workers

- Appreciation personal, honesty and sincerity.

Source: Elie Company Limited. (2021).

5. Amplify creativity

- Make people feel confident and comfortable, to share their ideas and receive constructive feedback.

Source: Tracy, M. (2022).

6. Improve capacity creative

- Working with diversity can take ideas from different cultures.

Source: Larry, K. (2015).



Source: Mawazeen. (n.d).

The Benefits of Team Working

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7. Higher productivity (synergy)

- Inspiration, trust and open communication
Source: Jen, B. (2015).

8. Intelligence trouble taking

- All team will assume risks of their ideas and responsibilities that come with it.
Source: Tracy, M. (2022).

9. More promotion opportunities

- Collaborating with our skills in the roles will make the team more likely to win.
Source: Tracy, M. (2022).

Synergy



Source: Vadim, K. (n.d.).

Disadvantages of team working

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- Disputes and conflicts
- Not feeling comfortable
- Ineffective leadership



Source: Sumit, G. (2017).

Stages of team development

Psychologist Research

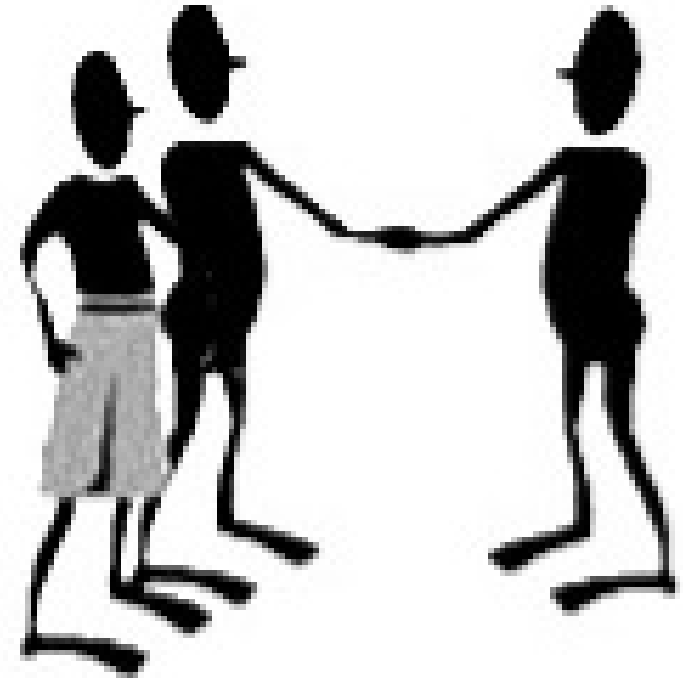
Bruce Tuckman 1965

1. Forming

- Development of the team's formation, where they get to know one another.
- Conflict is avoided, leaders' advice and direction are sought.
- Each member must leave their comfort zone and risk conflict to move on to the next stage.

Source: Joshua, R. (2019).

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Source: Deirdre, S. (2020).

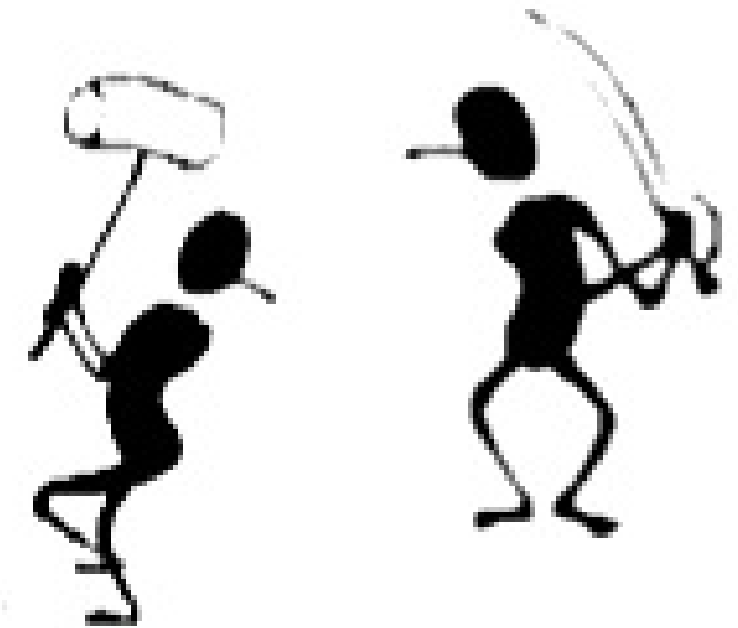
Stages of team development

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2. Storming

- Conflicts and competition
- The limits and performance are tested.
- To move on to the next stage, you have to listen and comprehend what the team is saying.

Source: Joshua, R. (2019).



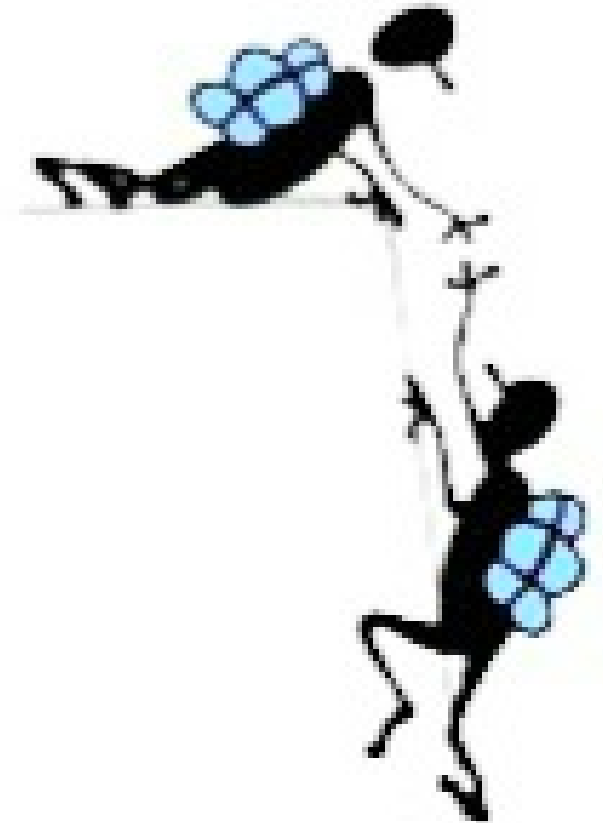
Source: Deirdre, S. (2020).

Stages of team development

3. Norming

- The team starts to integrate and they felt more comfortable with each other.
- Share their thoughts and opinions.
- Creativity is abundant.
- Collaboration develops.

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Source: Deirdre, S. (2020).

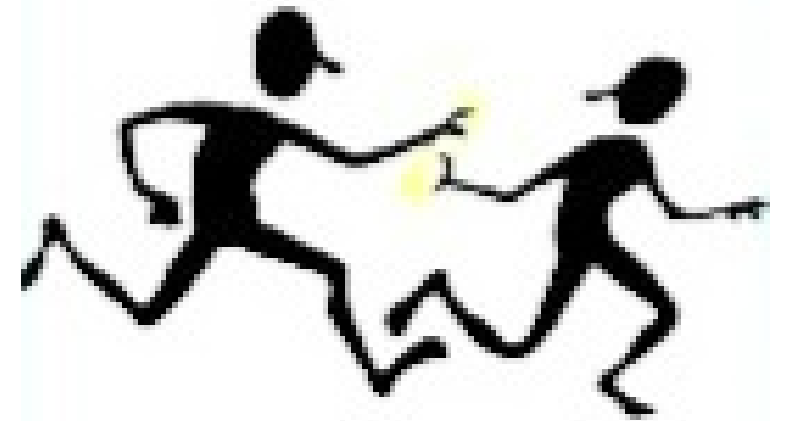
Stages of team development

4. Performing

- Good atmosphere and builds confidence.
- The group is adaptable and extremely successful.
- Teams can work individually, in subgroups, or as a whole unit with the same competence.

Source: West Chester University. (2020).

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Source: Deirdre, S. (2020).

Stages of team development

5. Adjourning

- Stage Completion.
- Team thanks each other for their contribution.
- When the project is finished all said goodbye.

Source: West Chester University. (2020).

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Source: Deirdre, S. (2020).

Limits of Tuckman's developmental stages

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According to Norton's observations

- The stages of development are not done in a specific time period.
- The group is caught between storming and normalizing.

Source: Shaaron, A. (2019)



Source: Arcady31. (n.d.).

Belbin Team Roles

Kary Montano (2121660)

- Dr Meredith Belbin 1981,1993
- Identify individual qualities
- Nine types of personalities
- Divided in 3 groups
- To build an effective Team

(indeed, editorial team , 2019)



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Belbin's Roles

Kary Montano (2121660)

Thinking – oriented role	• Plant • Monitor • Specialist	Creative/imaginative
People-Oriented	• Coordinator • Team-worker • Resource	Delegate/objectives of the team
Action - oriented	• Shaper • Implementer • Finisher	Leader/driver
(indeed, editorial team , 2019)		

Weaknesses in Belbin's Theory

Kary Montano (2121660)

- Same personality
- Migration
- Individual weaknesses
- Measured behaviors



(Belbin, 2010), (Yates, 2011)

Leadership Roles(Hersey & Blanchard)

Kary Montano (2121660)



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Delegating

- independently

Supporting

- developed the skills

Coaching

- unable to perform but motivated to succeed

Directing

- lack the ability and willingness

(CFI Team, 2021)

Weaknesses on Leadership Roles(H &B)

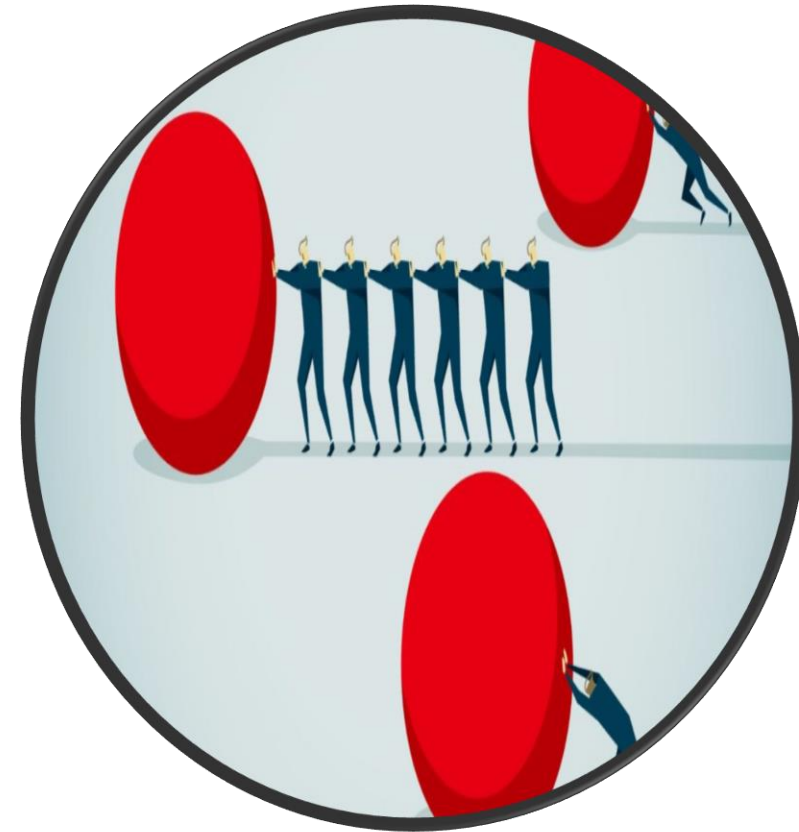
Kary Montano (2121660)

Much responsibility to the leader

Not apply to every situation

Focused on the individual

(CFI Team, 2021), (CFI Team, 2021)



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Introduction

- Collaboration
- Compromise
- Competition
- Avoidance
- Accommodation

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- Don't always try to be right
- Be willing to change
- Keep an open mind
- Show appreciation
- Let things go

Competition

- Help each other
- Teamwork
- growth



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Avoidance



Conflict avoidance is a **short-term** solution with **long-term** consequences.

Conflict management is a **long-term** solution with **short-term** consequences.

Reference

Benefits of Team Working

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Stages of team development

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Conclusion

This presentation shows you:

- Benefits of team working
- Stages of team development
- Team roles / Leadership roles
- Managing conflict
- Successful team development