

Introducing effective team working for consultation services

Steps and considerations

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EFFECTIVE TEAMS ARE UNITED BY COMMON GOALS AND A HIGH LEVEL OF UNDERSTANDING CATEGORIES OF COMMUNICATION AND OBSERVING TEAM PRACTICES;

EFFECTIVE TEAMWORKING RELY ON MODELS OF TEAM'S COMPOSITION

BELBIN IDENTIFIED 9 DISTINCT ROLES WITHIN A TEAM :

- 1. IMPLEMENTER**
- 2. CO-ORDINATOR**
- 3. SHAPER**
- 4. PLANT**
- 5. RESOUCCE INVESTIGATOR**
- 6. MONITOR-EVALUATOR**
- 7. TEAMWORKER**
- 8. COMPLETER**
- 9. SPECIALIST**

THERE ARE 5 MAJOR STAGES OF TEAM DEVELOPMENT

- 1. FORMING**
- 2. STORMING**
- 3. NORMING**
- 4. PERFORMING**
- 5. ADJOURNING**

FACTORS THAT CAN INFLUENCE TEAM PERFORMANCE IN
THE CONTEXT OF A CONSULTATION SERVICES COMPANY

TEAMS NEED TO BE SUPPORTED BY SUITABLE PAYMENT
SYSTEMS AND BY EDUCATION AND TRAINING

TEAMS NEED TO BE SUPPORTED BY RELEVANT
TECHNOLOGIES

TEAMS NEED TO MANAGE THEMSELVES



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The successful implementation of teamworking is vital for the overall organization that is providing consultations services

IMPLEMENTING TEAMS IN 6 MAJOR STEPS:

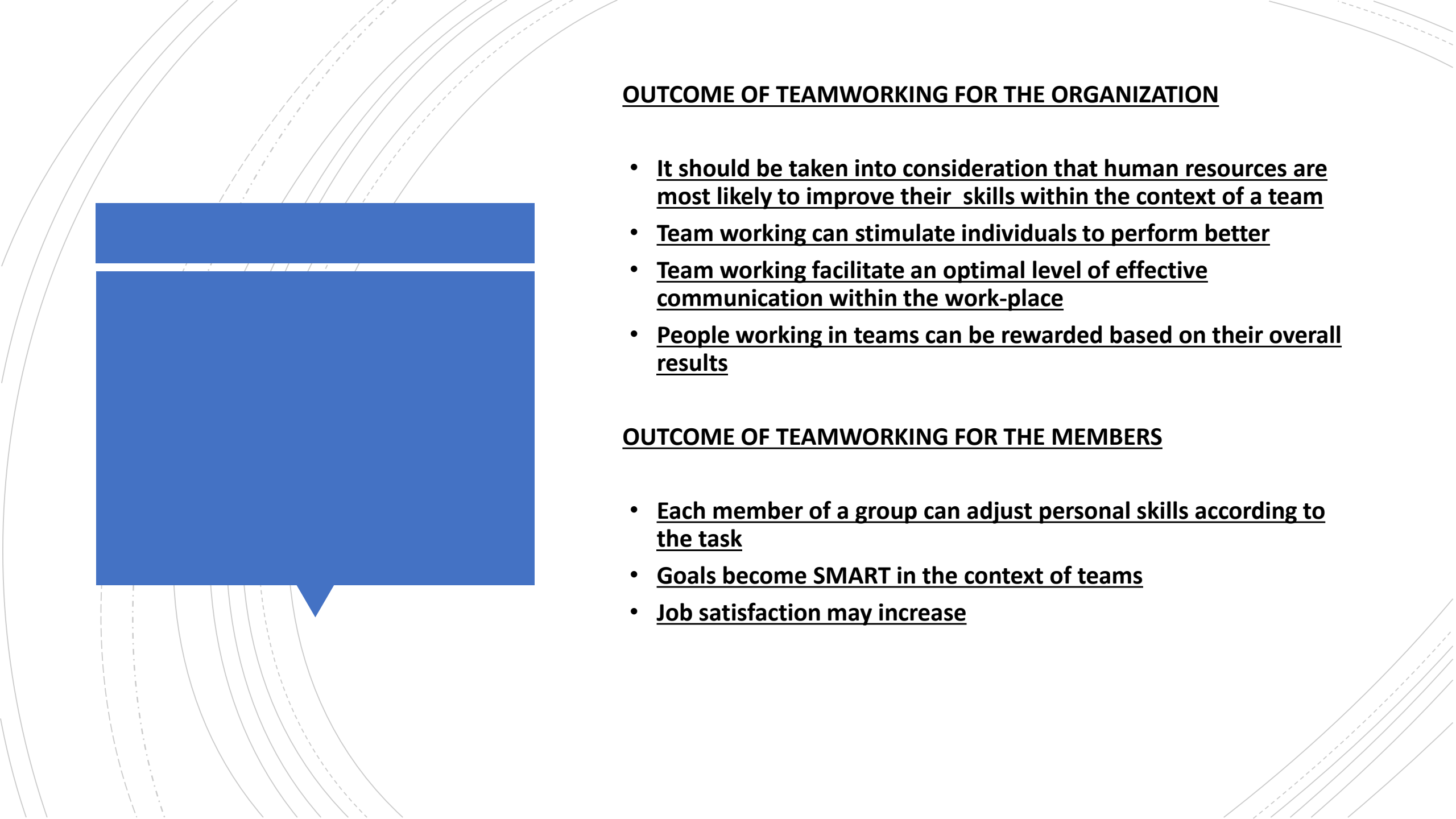
- DECREASE STAFF TURNOVER
- PROVIDE TRAINING TO INCREASE PERFORMANCE IN THE WORKPLACE
- FORMING TEAMS BASED ON FUNCTIONAL AND TECHNICAL EXPERTISE
- ACCOMODATION OF THE TEAM MEMEBRS IN THE NEWLY FORMED GROUP
- PERFORMING CONSULATION SERVICES TO THE REQUIRED STANDARDS AND ACHIEVE OBJECTIVES
- TEAM REFLECTION ON THE QUALITY OF THE SERVICES PROVIDED

CREATE TEAMS BY SELECTING INDIVIDUALS WITH CERTAIN SET OF SKILLS
TO INCREASE PERFORMANCE IN THE WORK –PLACE

BASED ON BELBIN'S MODEL

- **AN IMPLEMENTER** TO TURN IDEAS INTO PRACTICE
- **A SHAPER** TO SHOW COURAGE TO OVERCOME OBSTACLES
- **A COMPLETER** TO IDENTITY ERRORS
- **A SPECIALIST** ABLE TO ANALYSE CONSULATION SERVICES INDUSTRY AND COMPARE HIS KNOWLEDGE AND SKILLS WITH THE MARKET TRENDING
- **A TEAM WORKER** ABLE TO LISTEN AND BUILD BASED ON PERCEPTION AND DIPLOMACY





OUTCOME OF TEAMWORKING FOR THE ORGANIZATION

- It should be taken into consideration that human resources are most likely to improve their skills within the context of a team
- Team working can stimulate individuals to perform better
- Team working facilitate an optimal level of effective communication within the work-place
- People working in teams can be rewarded based on their overall results

OUTCOME OF TEAMWORKING FOR THE MEMBERS

- Each member of a group can adjust personal skills according to the task
- Goals become SMART in the context of teams
- Job satisfaction may increase

**BENEFITS OF THE
SUCCESSFUL
IMPLEMENTATION
OF TEAM WORKING**

BEING PART OF A SOCIAL GROUP

MEETING PERFORMANCE EXPECTATIONS

**DEVELOPING TRANSFERABLE TEAMWORK
SKILLS**

**A COMMON APPROACH AND WORKING
METHODS**

**SKILLS IN SEVERAL TYPES OF
COMMUNICATION**

LEARNING FROM THEIR EXPERIENCE;

REFERENCES

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