



EFFECTIVE TEAMWORK AND COMMUNICATION

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BENEFITS OF TEAMWORK

LESSY





INNOVATION



BOOST PRODUCTIVITY



NETWORK SUPPORT



STRONG RELATIONSHIPS



ATTRACTS TALENTS



BUILDS INDIVIDUALS
REPUTATION



MORALE



FLEXIBILITY



EFFICIENCY

STAGES OF DEVELOPMENT

TUCKMAN

JANOS

Forming stage:

- In the beginning, when a new team forms, individuals will be unsure of the team's purpose, how they fit in, and whether they'll work well with one another. They may be anxious, curious, or excited to get going. However they feel, they'll be looking to the team leader for direction
- This may take some time, as people get to know their new colleagues and one another's ways of working.

Storming Stage

In the storming stage, people start to push against the established boundaries. Conflict or friction can also arise between team members as their true characters – and their preferred ways of working – surface and clash with other people's.

At this stage team members may challenge your authority or management style, or even the team's mission. Left unchecked, this can lead to face-to-face confrontations or simmering online tensions.

If roles and responsibilities aren't yet clear, individuals might begin to feel overwhelmed by their workload or frustrated at a lack of progress.

Norming stage

Gradually, the team moves into the norming stage. People start to resolve their differences, appreciate one another's strengths, and respect your authority as a leader.

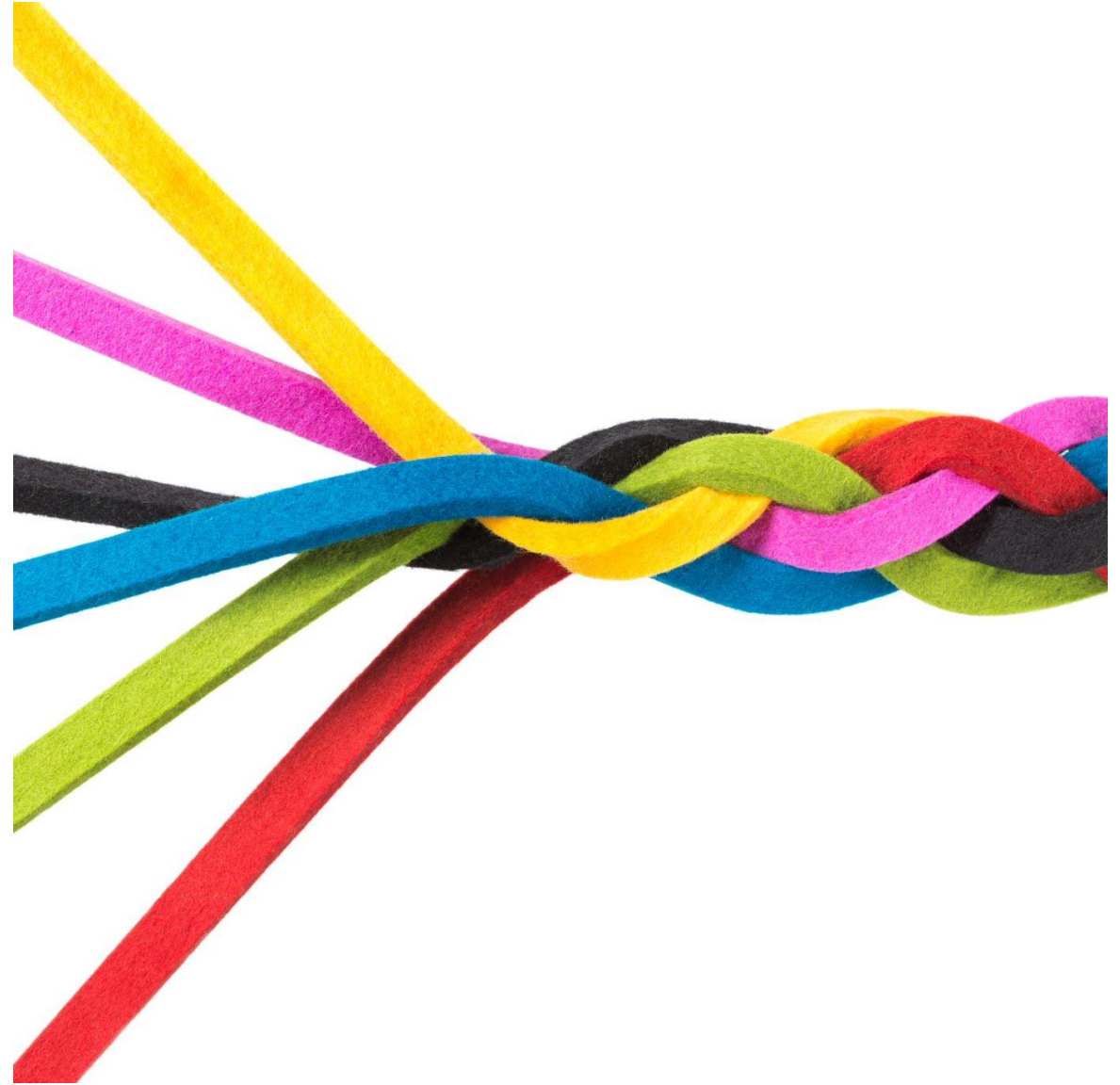
Now that they know one another better, your team members will feel more comfortable asking for help and offering constructive feedback. They'll share a stronger commitment to the team's goals, and they should make good progress toward it.

Performing stage

- Now your team is in flow and performing to its full potential. With hard work and structured processes, the team is likely to achieve its goals efficiently.
- Judith Stein, from MIT's HR department, says of this stage, "Roles on the team may have become more fluid, with members taking on various roles and responsibilities as needed. Differences among members are appreciated and used to enhance the team's performance."

EASTHER

TEAM ROLES/ LEADERSHIP ROLES





BELBIN NINE TEAM ROLES

- Belbin in 1981, defined nine team roles and drops into 3 broad oriented categories.
Which as follows:
-

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People Oriented roles which comprises of
Team roles:

A. Team worker

B. Resource investigator

C. Co-ordinator

Action Oriented

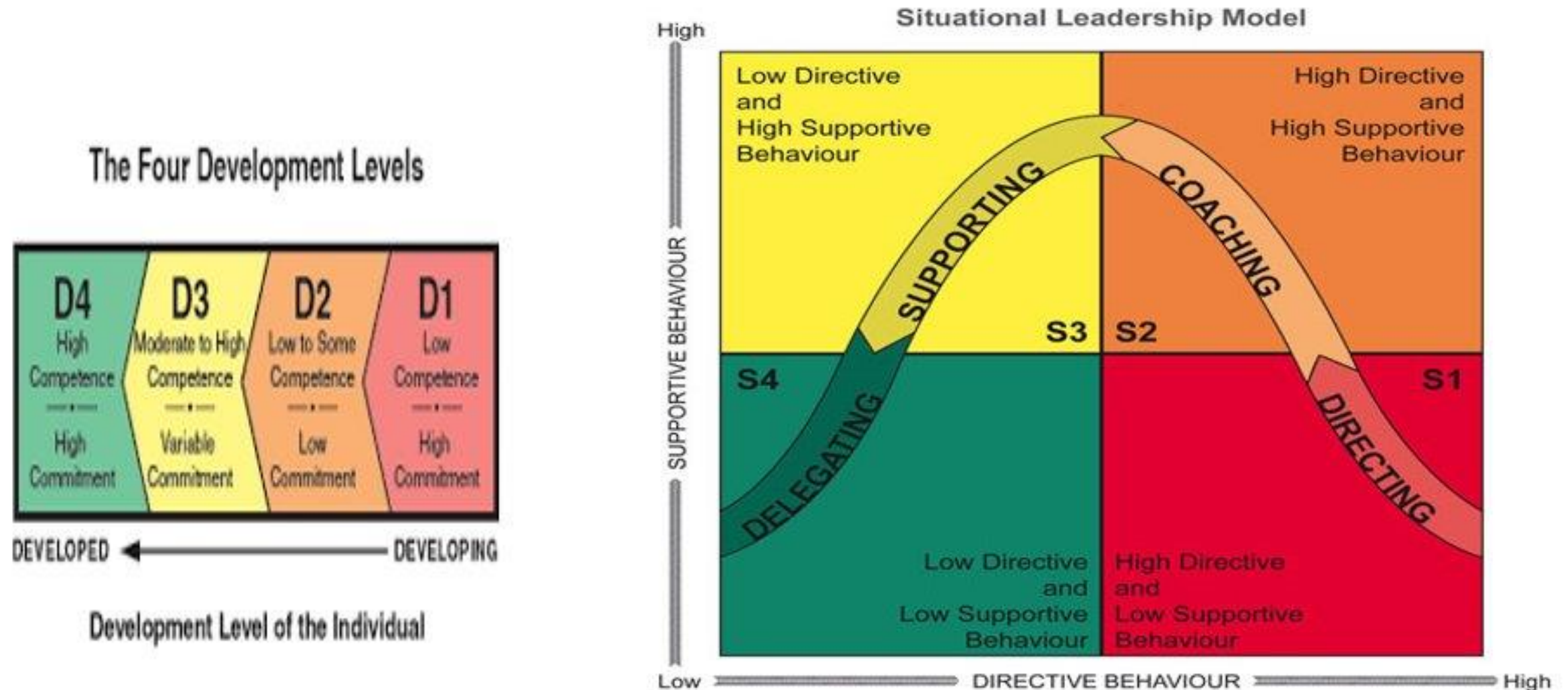
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A. Sharper

B. Implementer

C. Complete/ finisher

P. Hersey and K.H. Blanchard leadership theory, 1977. Situational leadership



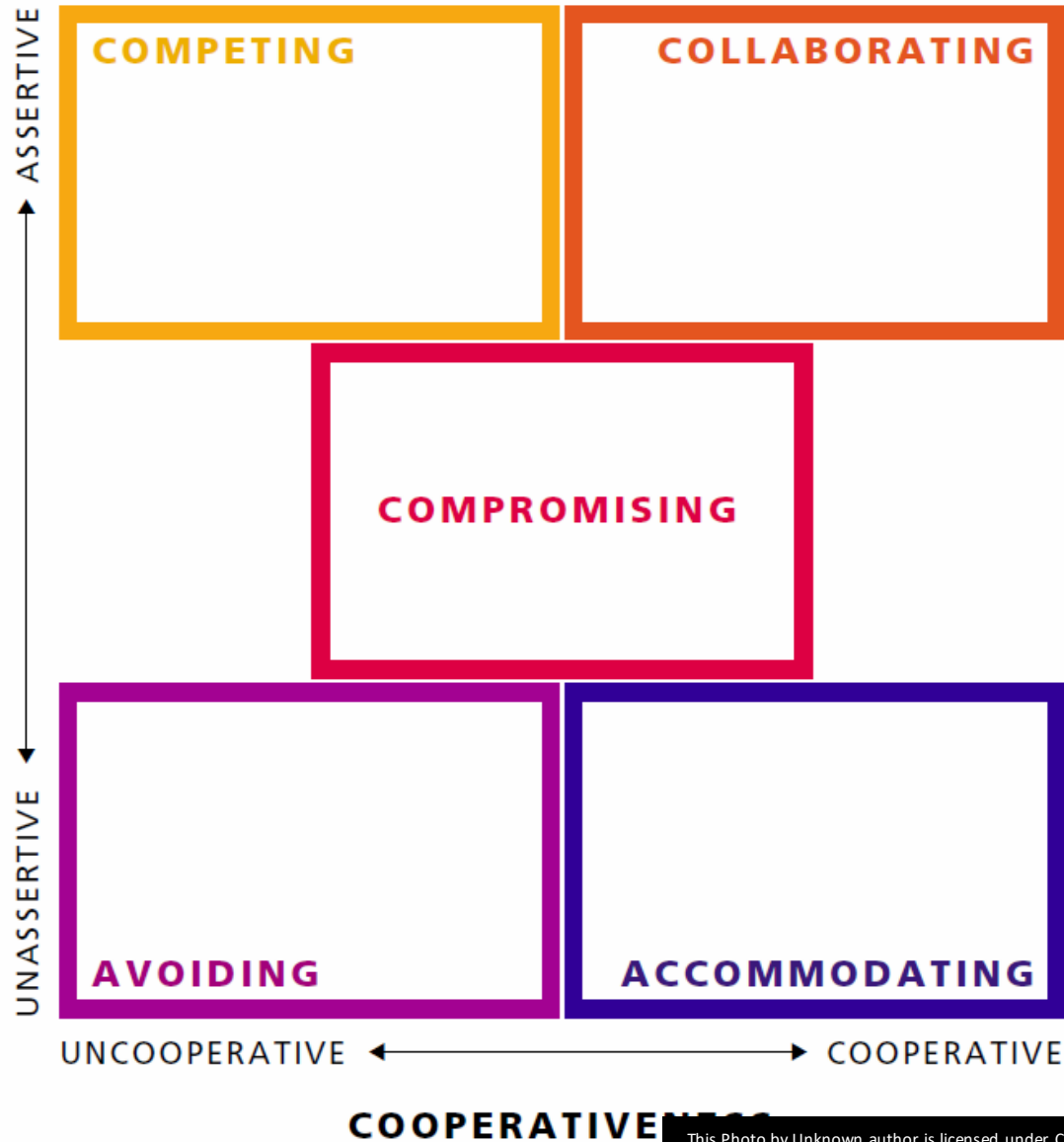
Case study from
bad to
good leadership in
my place of work.

- A. The appropriate Belbin team role
- B. How the team Matures to next stage. [R2 to R3]
- C. How the followers improve to be successful

Managing Conflict

FABIO

Thomas/Kilmann Model
introduced in 1974

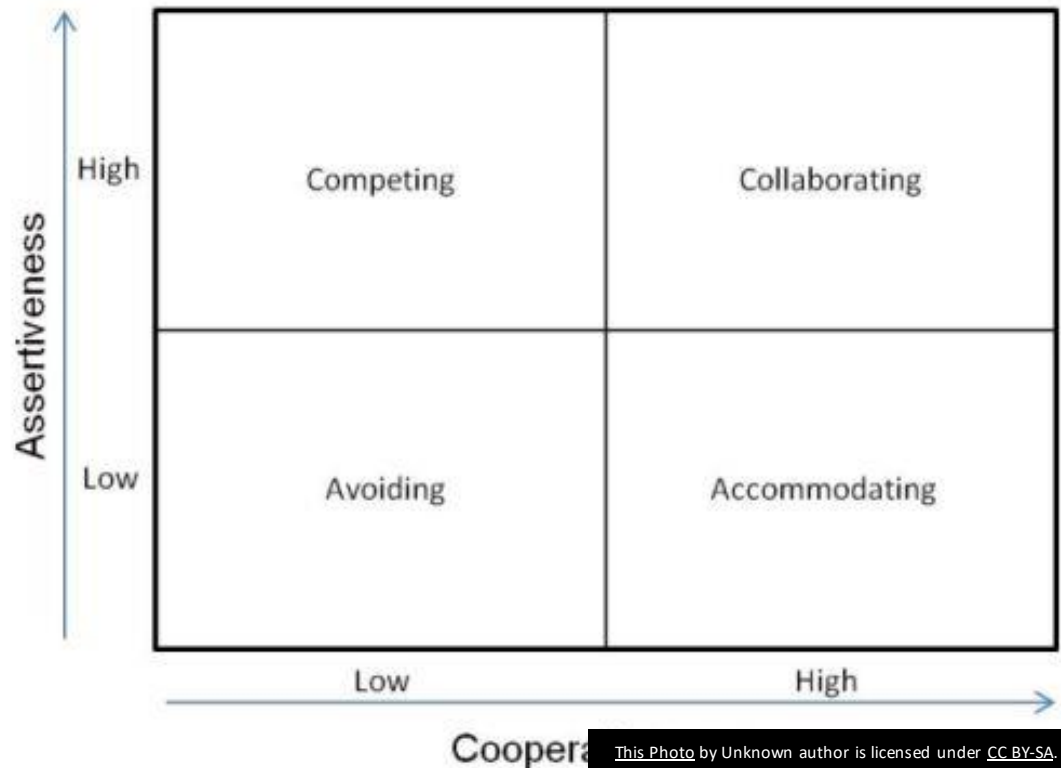


The Thomas/Kilmann Conflict Mode Instrument

The Thomas/Kilmann conflict mode instrument assesses an individual's typical behavior in conflict situations and describes it along two dimensions:

- Assertiveness
- Cooperativeness

The Model: 5 Conflict Modes



- Different styles have different goals:
- **Competing:** The goal is to win
- **Accommodating:** The goal is to yield
- **Avoiding:** The goal is to delay
- **Collaborating:** The goal is multiple participations
- **Compromising:** The goal is to find middle ground

Emotions

01

Emotions can be positive or negative

02

Negative emotions cause intense and even irrational behavior

03

Positive emotions facilitate reaching an agreement

Conflict Resolution

Whatever style you use, here are some basic skills for conflict resolution:

- Manage anger
- Listen actively
- Avoid assumptions
- Find something on which to agree
- Be cautious with criticism
- Negotiate

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Introduction

Within corporate world, effective team are considered to be the foundations of each entity. As firms without groups which perform together often work hard, while effective team working assists in developing quality, provides the accomplishment of projects as well as enhance productivity



Successful team development

Team

- At present world of business, teams are becoming as a success tool for entity. Moreover, team have potential for essentially organising, relocating and dispersing.
- A team is defined as a unit of individual who execute interdependent tasks to work regarding attainment a common goals or particular objectives.
- But groups are effectual tools of staff motivation. In addition to this, it is vital to undertake the facts that team forms as well as get productive over a time period.

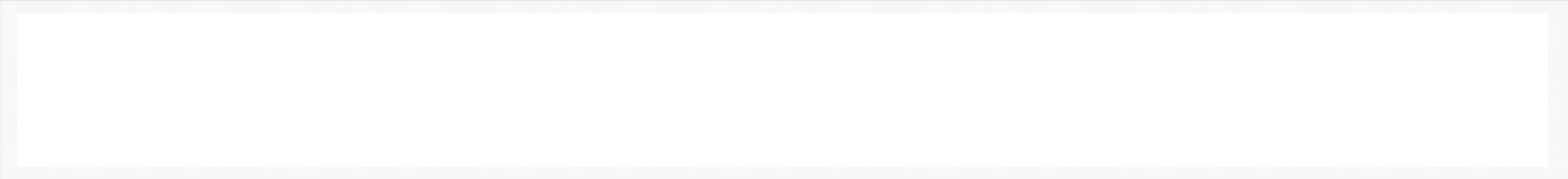
Therefore, few of main comparison within them are described underneath:

In context of **aims and objectives**

- Effective team is that the each person of effective team is acknowledge related to aim and objectives as well as performs activities accordingly
- Whereas the every members of ineffective team has not knowledge related to their goals as it executes their answerability depends on them.

Types of team: Some types are discussed below:

- ***Virtual team:*** This is considered as accumulation of staff who belongs to various areas with assistance of technology in welfare as well as development of the entity.
- ***Project team:*** Respective team described as a type of team that is formulated with individuals aim of gaining a project in effectual and efficient way.



Team development develops a captivating environment through motivating co-operations, team working, and interdependency and through building faiths within team members. So, as firms like Marks & Spencer perform their various operations at global level therefore, effective team working is crucial for their success. In relation to Marks & Spencer, for developing the successful team their management have to follow the process that are described below:

- At first the management of respective entity have to formulate team by considering proficient and skilled individuals for performing task so that it would assist them to do their operations in accomplished way.

Conclusion

As per the above report, this has been concluded that, this is essential for all entities to develop successful teams as inspire their team members for sharing ideas, undertakes solutions as well as resolve issues together. Besides this, effective teams benefit singular members through rendering extra support and opportunities for development.

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