

GROUP PRESENTATION ON TEAM WORKING IKEA

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IKEA ORGANISATIONAL STRUCTURE

Introduction

- **IKEA is one of the most organized companies and has an excellent rating from costumers.**
- **These success must be an effective and organized work team that has a common goal, in addition to a distinguished leader.**
- **Wonderful leadership values team members with experience and competencies and resolves conflicts by dealing with representatives.**
- **Departments: For each IKEA department there is a work team and a leader...and this is what makes this company distinguished by its performance and advanced.**



THE DIFFERENCE BETWEEN A GROUP AND TEAM:

TEAM

interdependent relationships

Mutual accountability

A common goal

GROUP

Idepended relationships

Individual accountability

individual goals



Tuckman's theory:

- **FORMING** » » A new team forming
- **STORMING** » » Conflict between team members
- **NORMING** » » KNOW each other better
- **PERFORMING** » » Team has achieved his goals efficiently
- **ADJOURNING** » » The team goal has been accomplished

*Tuckman's model:
Stages of team development*



CHARACTERISTICS & BENEFITS OF THE EFFECTIVE TEAM

The characteristics:

- Diversity
- Communication
- Cooperation
- Adaptability
- Accountability

BENEFITS

- 1-innovation and development of ideas.
- 2- High team performance.
- 3- creating a positive environment.
- 4- Productivity due to cooperation.
- 5-Distribution of tasks.
- 6-learning and development.



Belbin(1981)identities 9 key roles:

- 1) Plant
- 2) Resource investigator
- 3) Coordinator
- 4) Shaper
- 5) Monitor Evaluator
- 6) Completer finished
- 7) Implementer
- 8) Specialist
- 9) Team worker

Coordinators



align the team

Shapers



push things forward

Monitor-evaluators



track what's working

Resource investigators



find what's out there

Team workers



spread positive team vibes

Completer-finishers



think things through

Implementers



turn ideas into reality

Specialists



use invaluable knowledge

Plants



dream up new solutions

REWARD AND RECOGNITION:

Reward and Recognition:

Acknowledging team accomplishments is fundamental for motivation and morale.

IKEA, known for its flat organizational structure, celebrates team achievements during the performing stage. The company values each team member's contributions, creating a positive work culture



4. GROUP DYNAMICS:

Group Dynamics:

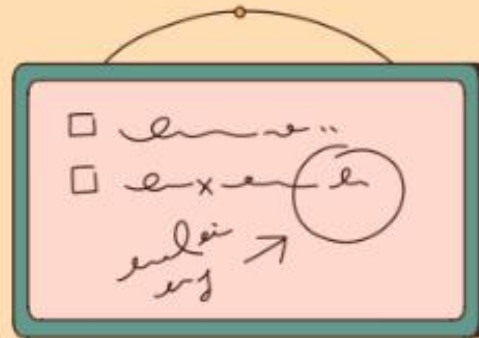
- Understanding group dynamics is crucial for fostering a positive team environment.
- During the storming stage, IKEA encountered challenges but effectively managed conflicts by fostering open communication.



REASONS CONFLICTS MAY OCCUR

Personal values (real or perceived)

- Perceptions
- Conflicting goals
- Power dynamics
- Communication style



EFFECTIVE CONFLICT HANDLING

5 Strategies for conflict resolution:

- Avoiding
- Competing
- Accommodating
- Compromising
- Collaborating



DELEGATION

3 Benefits of Delegation to the Manager

- Free up your time whilst achieving more
- Establish a thriving culture of trust
- Build trust and increase flexibility of your team

3 Key Benefits of Delegating to Employees

- Chance to prove your worth
- An opportunity to be involved
- A unique opportunity to grow your career



CONCLUSION

- **Employees are encouraged to share their career goals and take ownership of their development. For example, an IKEA employee can meet with their manager and openly state, “I want to become a team leader. What do I need to do to achieve that?” Nearly 90% of the company’s managers were hired from within.**
- **The company has a program in which staff at all levels try new assignments to gain new skills and a sense of appreciation for the jobs being carried out by colleagues (Kelly, J. 2023).**



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