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Introduction

- A team is a group of people who work together to achieve a common objective.



BENEFITS OF TEAM WORKING

- Improving productivity
- Give support to each other
- Creativity and learning
- Strong Relationships
- Personal growth



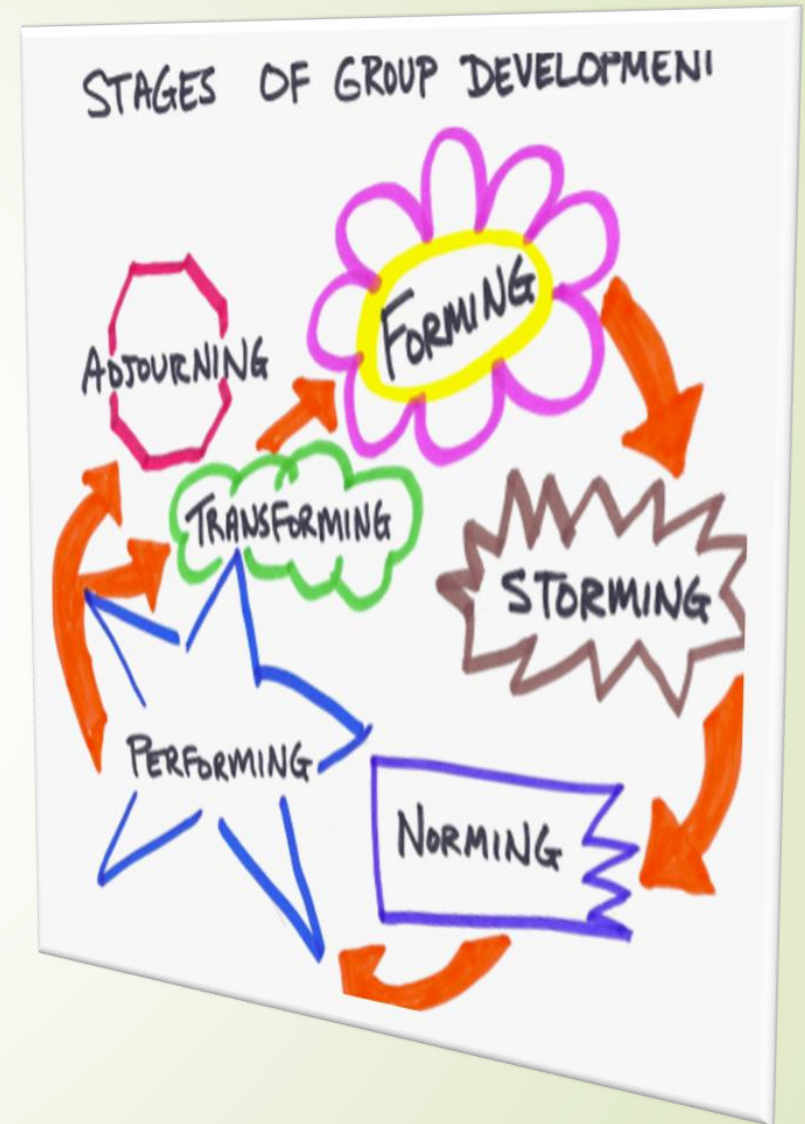
STAGES OF TEAM DEVELOPMENT

Forming

- This stage is time taking and slow and building trust is necessary for the stage.
- They will learn to know about their respective roles and responsibilities.

Storming

- This is the second step of team development and this is the most difficult and critical stage to pass through.
- Different types of personalities and strong ones will become clear and evident at this step.



Catalina

Norming

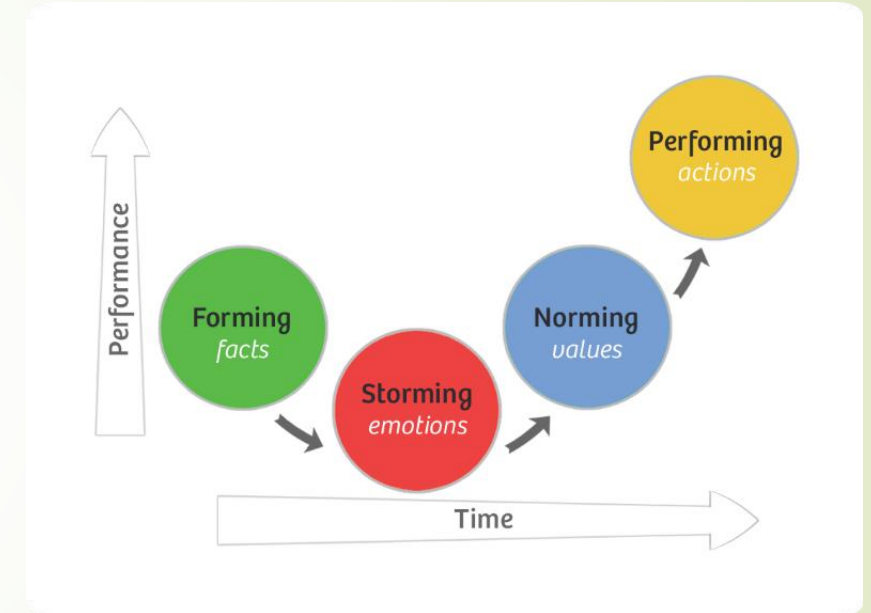
- Employees will start to learn how to work together while developing

Performing

- The team members will understand the whole process of the team working therefore, any tasks at this stage will be done easily.

Adjourning

- Moreover , as there is less pressure at this stage, often the team members of company will be allocated to the next project.



WHAT ARE TEAM ROLES? SITUATIONAL LEADERSHIP ROLE.

When a group of people working collaboratively & play a role to achieve a goal is called Team Role

T – Together
E – Everyone
A – Achieves
M – More





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Belbin's Team Roles



Action-Oriented Roles

1. Shaper
2. Implementer



People-Oriented Roles

1. Coordinator
2. Team Worker



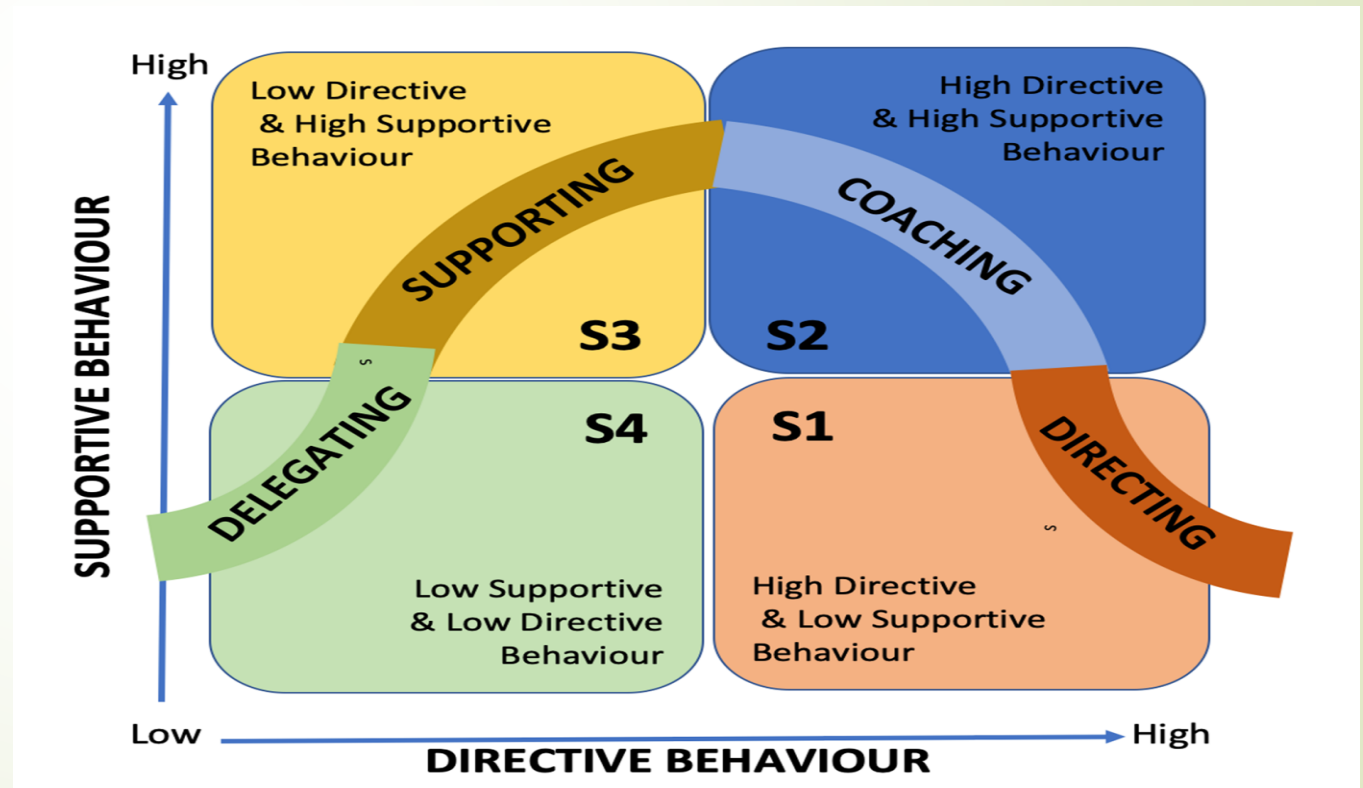
Thought-Oriented Roles

1. Plant
2. Monitor-Evaluator

SITUATIONAL LEADERSHIP ROLE

A Leader who is able to Engage & Adopt with a situation ASAP so everyone in the team will benefit in the end together

- S1. Telling
- S2. Selling
- S3. Participating
- S4. Delegating



MANAGING CONFLICT

- Being open ,fair and consistent
- Handling conflict and people management issues
- Providing knowledge ,clarity and guidance
- Building and sustaining relationships
- Supporting development



SUCCESSFUL TEAM DEVELOPMENT

- Know your responsibilities
- Go through Belbin Roles
- Share goal
- Deal with change and conflict



SUCCESSFUL TEAM DEVELOPMENT

- Share of ideas and information
- Built trust
- Adapt and socialise out of workplace





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