

***Benefits of Team Working
Stages of Team Development
Teams Roles
Managing Conflict
Success Team Development***

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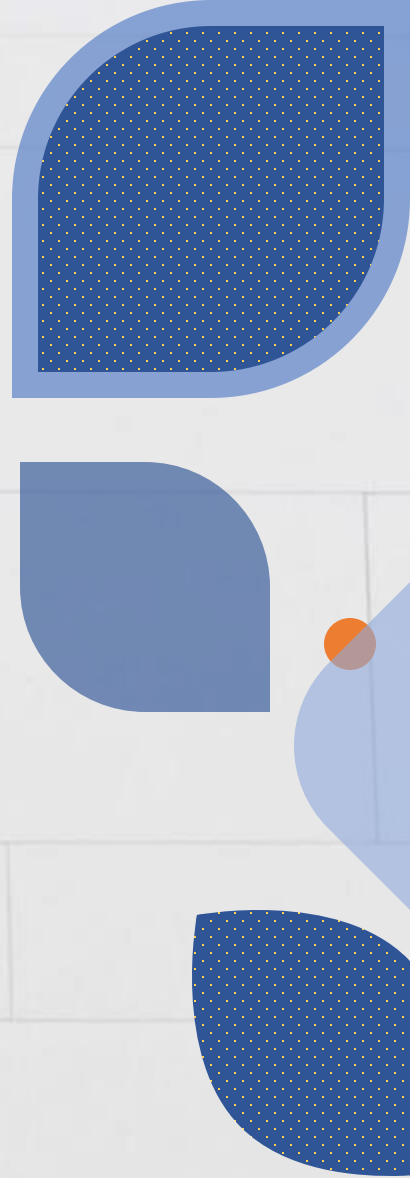
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1. **Boosts Productivity** - Have you heard of the saying two heads are better than one?

Having Multiple people aiming for the same goal creates a more efficient team. It allows more to get done at a much fast rate. Also allows the team to increase the of workload since its being managed at such a efficient rate.

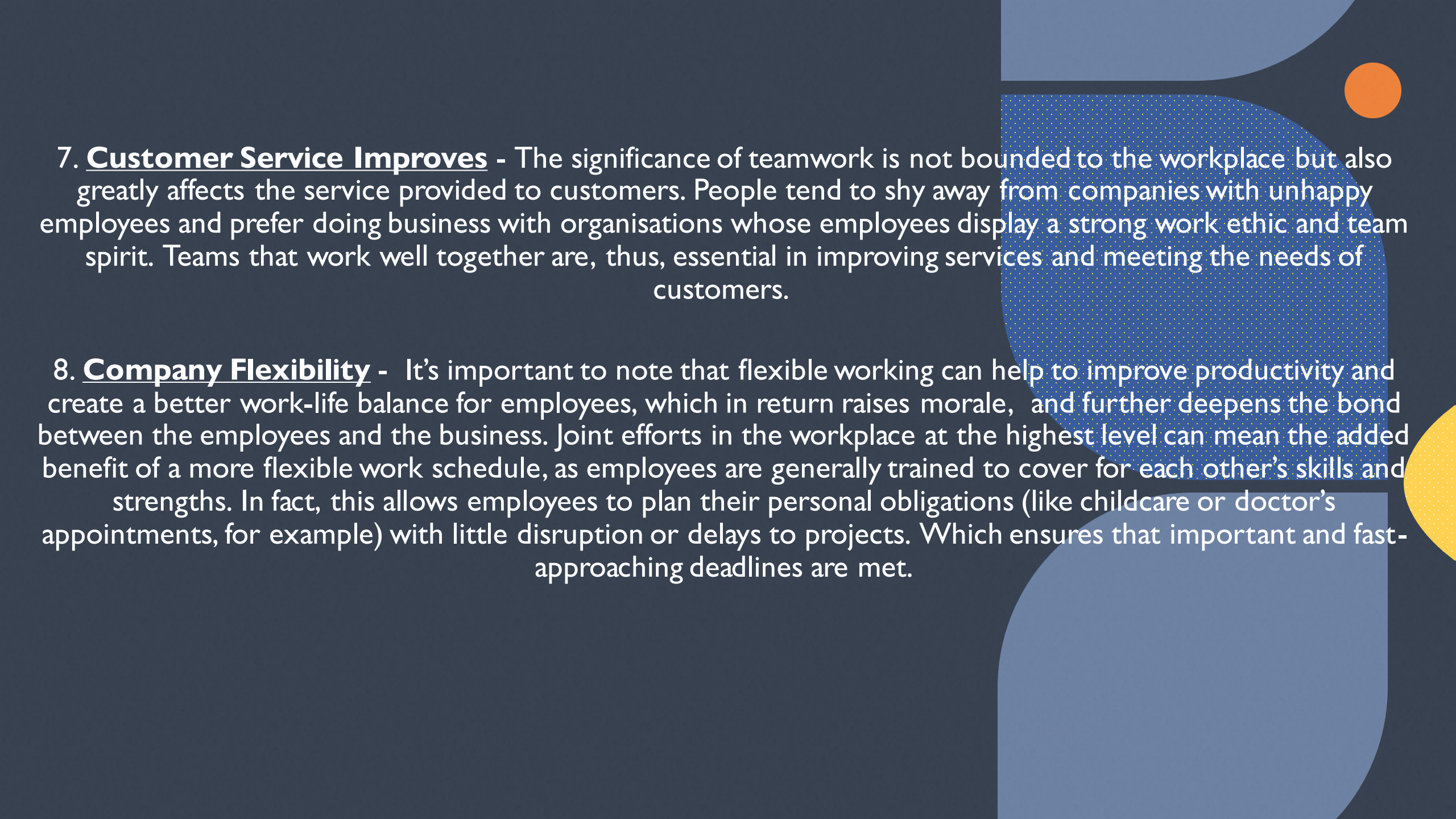
2. **Support Network Established** - Naturally, a Strong Team Environment is essential for the success of any business. Its during difficult and challenging times within the company, team members will assist and rely on each other for support and guidance.

3. **Innovation Encouraged** - Teams are more likely to produce better creative, cutting-edge and practical solutions to problems than someone working alone. Bringing people from a range of backgrounds and cultures bouncing ideas off each other and you will without fail notice the confidence grow within the room as more and more quirky, unique ideas are born.

4. **Morale Rises** - When workload is shared, and members of a team collaborate, they can feel a greater sense of achievement when they complete a task and reach a goal that they would not have been able to achieve had they been working alone. Teamwork also give employees motivation to do their best for the sake of the company.

5. **Strong relationships are born** – Another benefit of teamwork are the relationships that are born from the experiences co-workers share and go through, the ups and downs of the company. Its these relationships that will cement the will and drive of the company through the hard-working employees sharing a vision for the greater success of this business.

6. **Talent is attracted** - Through the general and overall success that the company continues to maintain, Talent from all walks of life that feel they can add something new or fresh to the company will start to flock towards, which in turn creates a booming efficient business.



7. **Customer Service Improves** - The significance of teamwork is not bounded to the workplace but also greatly affects the service provided to customers. People tend to shy away from companies with unhappy employees and prefer doing business with organisations whose employees display a strong work ethic and team spirit. Teams that work well together are, thus, essential in improving services and meeting the needs of customers.

8. **Company Flexibility** - It's important to note that flexible working can help to improve productivity and create a better work-life balance for employees, which in return raises morale, and further deepens the bond between the employees and the business. Joint efforts in the workplace at the highest level can mean the added benefit of a more flexible work schedule, as employees are generally trained to cover for each other's skills and strengths. In fact, this allows employees to plan their personal obligations (like childcare or doctor's appointments, for example) with little disruption or delays to projects. Which ensures that important and fast-approaching deadlines are met.

9. **Conflict Resolution Skills** - No two employees are the same, and polar-opposite personalities will clash in the workplace. They often have contrasting habits and work styles, and this can put a stop to the overall efficient of the business. However, because each member of a team collectively works toward a common goal, they learn to resolve disagreements on their own for the sake of the project and their team. This is especially important in healthcare roles, for example, as it increases patient safety.

10. **Career Growth and Progression** - Working as part of a team can help you advance your career. By collaborating with others at work, you're exposed to their skillsets, and you can learn from them and expand your own skillset. Not only that but it also provides you with the prospect of building your professional network with alliances that can potentially lead to bigger and better opportunities further down the road.

TEAM ROLES

In order to make sure that all the team members are performing effectively at first the role of team members are needed to be acknowledged. According to Belbin an effective team has three activity-oriented roles. These roles are,

Thought Oriented Roles



Action Oriented Roles



People Oriented Roles



Thought Oriented Roles

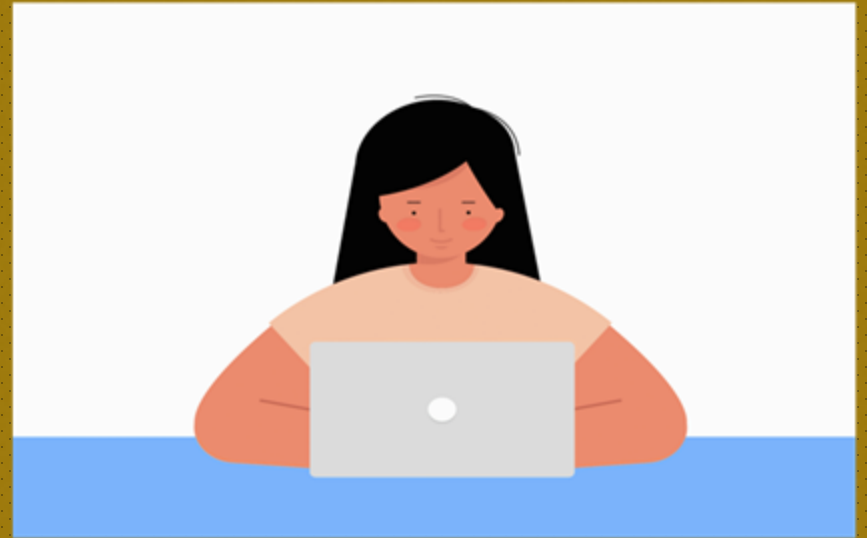
In thought oriented roles team members are expected to be critical thinkers by providing them with new perspective idea. Following is the thought-oriented roles,

- The Monitor Evaluator
- The Specialist
- The Plant



Action oriented team members are the individuals that get things done. Following are their team roles,

- The Sharper
- The Implementer
- The Finisher



People Oriented Roles

People oriented individuals are the individuals that manage and enhance the performance of other members by doing their responsibilities. Following are the people-oriented roles,

- The Coordinator
- The Team Worker
- Resource Investigator

Type of Conflicts



Leadership conflict

Task based conflict

Creative conflict

Personality Conflict

Managing Conflict

- •Competition – satisfy your own needs and concerns at expense of others.
- •Collaborating – trying to find a solution that benefits or satisfy both concerns.
- •Compromising – trying to find a suitable solution that partially satisfy both parties
- •Avoidance – when the problem is avoided
- •Accommodation – tending to others worries and sacrificing your own



Successful Team Development

- A successful team is a team that all work in unison to accomplish a goal as quick and efficiently as possible. To build a successful team you need to make sure that you have set out a plan that everyone on your team agrees on and you need to make sure that everyone on the team are all on the same boat. You need a clear and measurable goal for your team to accomplish, this way everyone knows what tasks they each must complete individually, and you can check it off the list. This makes your work as the leader much easier and makes the team work better as everyone knows their role and what they're supposed to be doing.

Successful Team Development

- Building a successful team is about finding a group of people with the right mix of professional skills. This is crucial to the success of your team as you can work better with your team because if your colleague excels in a certain field that you aren't good at, he can help you in that field vice versa. This is important because a group of minds all working together to accomplish the same goals is much better than one mind trying to connect all the dots on their own. This way you can fall back on your team when you need advice or guidance on a certain topic, you're all in this together.



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