

EFFECTIVE SKILLS FOR THE WORKPLACE GROUP PRESENTATION

Syed Hasan

Naeem Ahmed

Abul kalam

Helal Miah

BRUCE TUCKMAN'S THEORY

In 1965 Bruce Tuckman developed a management theory to help develop teams.

Tuckman's theory was foundation for many other theories.

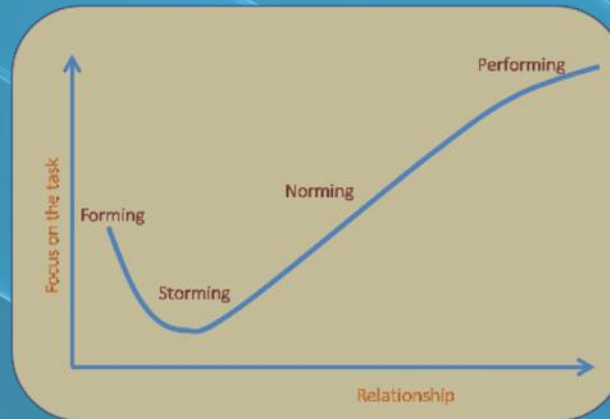
Fifth addition in 1970s

Stage 1 = Forming

Stage 2 = Storming

Stage 3 = Norming

Stage 4 = Performing



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MEREDITH BELBIN'S THEORY

Meredith Belbin studied teamwork roles
Belbin's theory identifies 9 team roles



Coordinator CO		well; recognises where team's strengths and weaknesses lie and ensures best use is made of each member's potential.
	Tolerable Weaknesses:	Can be seen as manipulative; offloads personal work.
	Suggested Task Allocation:	Should be best person to co-ordinate group effort; ensure that everyone has a useful role and team works towards common and agreed goal.
Shaper SH	Characteristics:	Challenging, dynamic, thrives on pressure; drive and courage to overcome obstacles; shapes way in which team effort is applied, directing attention generally to objectives and priorities; seeks to impose some shape or pattern on group discussion and on outcome of group activities.
	Tolerable Weaknesses:	Prone to provocation; offends peoples' feelings.
	Suggested Task Allocation:	Should be person best suited to overcome obstacles and opposition; create a sense of urgency and ensure that talk is turned into worthwhile action.
Plant PL	Characteristics:	Creative, imaginative, unorthodox; solves difficult problems; redefines problems; advances new ideas and strategies with special attention to major issues and possible breaks in approach to group problem.
	Tolerable Weaknesses:	Ignores incidentals; too preoccupied to communicate effectively.
	Suggested Task Allocation:	Should do most problem solving or be responsible for generating new strategies or ideas and proposing solutions to rest of team.
Monitor Evaluator ME	Characteristics:	Sober, strategic, discerning; sees all options; judges accurately; analyses problems; evaluates ideas and suggestions so team is better placed to take balanced decisions.
	Tolerable Weaknesses:	Lacks drive and ability to inspire others.
	Suggested Task Allocation:	Should be responsible for ensuring all worthwhile options are considered; needs a key role in planning; an arbiter in event of controversy.
Resource Investigator RI	Characteristics:	Extrovert, enthusiastic, communicative; explores opportunities, develops contacts; explores and reports on ideas, developments and resources outside group; creates external contacts that may be useful to team; conducts negotiations.
	Tolerable Weaknesses:	Over-optimistic; loses enthusiasm once initial enthusiasm has passed.
	Suggested Task Allocation:	Should be responsible for developing outside contacts and exploring new opportunities; needs a chance to conduct negotiations but must report back to group.
Team Worker TW	Characteristics:	Supports members in their strengths; eg. building on suggestions, underpinning members in their shortcomings, improving communications between members and fostering team spirit generally.
	Tolerable Weaknesses:	Indecisive in crunch situations.
	Suggested Task Allocation:	Should play a floating role, using versatile qualities to help with features of work that others cannot manage. Should use diplomatic skills to overcome conflict.
Implementer IMP	Characteristics:	Turns concepts and ideas into practical working procedures; carries out agreed plans systematically and efficiently.
	Tolerable Weaknesses:	Somewhat inflexible. Slow to respond to new possibilities.
	Suggested Task Allocation:	Should be appointed organiser, responsible for procedures and practical steps to be taken once team reaches significant decisions.
Completer Finisher CF	Characteristics:	Ensures team is protected as far as possible from mistakes of both commission and omission; actively searches for aspects of work that need a more than usual degree of attention; maintains sense of urgency within team.
	Tolerable Weaknesses:	Inclined to worry unduly. Slow to respond to new possibilities.
	Suggested Task Allocation:	Should ensure team's work meets necessary deadlines and conforms to highest standards. Responsible for ensuring no inaccuracies or errors.
Specialist SP	Characteristics:	Feeds technical information into group; translates from general into technical terms. Contributes professional viewpoint on subject under discussion.
	Tolerable Weaknesses:	Contributes an often narrow, frontally-driven technical view.
	Suggested Task Allocation:	

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CHARACTERISTICS OF AN EFFECTIVE TEAM

Effective teamwork is what makes a successful business.

All types of teams require effective teamwork to be successful

Many aspects that make an effective team



IMPORTANCE OF GROUP DYNAMICS

Kurt Lewin coined the term 'group dynamics'

He found people take on different roles when in a group

Positive dynamics and Negative dynamics

Strong leaders

SYNERGY

Team morale



CONFLICT MANAGEMENT

Conflict and disagreement happen all the time

How you resolve is the answer!

Conflict is necessary to find better solutions

Early communication, empathy and patience

Shared goals

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LUKAKU STICK OR TWIST????

MUFC sell player only 2years after buying him
Most expensive club signing & prolific goal scorer
Change in management caused issues
Could not adapt
Poor morale
Affecting team morale
Manager had conflict
Made decision for better of team

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THANK YOU FOR LISTENING 😊

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