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ON: BENEFITS OF TEAM WORKING AND TEAM ROLES

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ON: STAGES OF TEAM DEVELOPMENT

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ON: MANAGING CONFLICTS

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ON: SUCCESSFUL TEAM DEVELOPMENT

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EFFECTIVE TEAMWORKING

PURPOSE OF THE
PRESENTATION

GENERAL OVERVIEW

- **BENEFITS OF TEAMWORKING**
- **TEAM ROLES**
- **STAGES OF TEAM DEVELOPMENT**
- **MANAGING CONFLICT**
- **SUCCESSFUL TEAM DEVELOPMENT**

INTRODUCTION

What is teamwork -Work done by a group of colleagues, each of whom plays a role but puts the efficiency of the group ahead of their own (merriam-webster, 2018)



BENEFITS OF TEAM WORKING

- **Better problem solving.**(They may have difficulty thinking through a problem, identifying potential *problem-solving* options, and choosing the best one.)
- **Increased potential for innovation.** (Innovative potential is a metric that assesses a company's capacity to execute innovative procedures. It is a fundamental criterion for assessing the efficacy and efficiency of the process of developing and implementing new ideas.
- **Happier team members.** (Employees that are happy are more creative and productive. They also have a lower likelihood of quitting.)
- **Enhanced personal growth.**(Personal development is a process of learning about yourself and pushing yourself to achieve your full potential.)

BENEFITS OF TEAM WORKING

- **More opportunities for growth.**(Situations that allow you to improve in your job are known as opportunities for growth. Finding ways to develop your abilities and knowledge is the most important strategy to advance as a professional. This may be accomplished through pursuing new roles and experiences.)
- **Boosted productivity.** (Productivity is a metric for comparing the quantity of products and services generated.)
- **Smarter risk taking.**(Intelligent risk-taking is a skill that can be honed through practise)

TEAM ROLES

"The types of behaviour in which people engage are infinite. But the range of useful behaviours, which make an effective contribution to team performance, is finite. These behaviours are grouped into a set number of related clusters, to which the term 'Team Role' is applied."

Meredith Belbin | Team Roles at Work (Belbin, 2022)

NINE TEAM ROLES

According to Belbin's thesis, there are nine positions that must be filled in any team. Those are :

- Shaper
- Coordinator
- Plant
- Resource Investigator
- Monitor Evaluator
- Specialist
- Team Worker
- Implementer
- Completer Finisher

(Belbin, 2022)

NINE TEAM ROLES- IMPORTANCE

- Why it is important in Teamwork ?
- Within the team, clearly outlining each person's position, duties, and success criteria may have an immediate beneficial influence. It guarantees that everyone is on the same page. It may appear easy, but when roles are defined, individuals understand what is expected of them, how they should act, and what they must do.

OVERVIEW

- Stages of Team Development
- Introduction
- Forming stage
- Storming stage
- Norming stage
- Performing stage
- Adjoining stage

INTRODUCTION

The five stages of team development were developed by a professor of Educational psychologist, Bruce Tuckman in 1965

- the fifth stage known as Adjoining stage was added in 1977.
- The five stages are; Forming, Storming, Norming, Performing, and Adjoining stage.
- Team could be defined as a group of people working together collectively to achieve a set goal.

FORMING STAGE

- This is the initial stage of team development
- The team members are meeting for the first time , get to know each other.
- Introducing themselves and basic aspect of the task ahead.
- Members are uncertain about their roles, rules, norms and expectation from them.
- Communication should be very brief and Formal.

STORMING STAGE

- It is the most difficult and unproductive of the five stages.

It is a crises stage , members upset with themselves over role shearing and over leadership and usually **they do not listen to each other.**

- Communication should be very brief and formal.
- A formal **leadership is needed.**

NORMING STAGE

- Rules guiding the members are stated.
- Consensus reach with the member.
- Team leader chosen
- Members know their responsibility or role to play.
- If disagreement remerge again, the team will go back to storming stage.

PERFORMING STAGE

- This is the stage where the job is actually done.
- Aim and objectives of setting up the team is achieved.
- Solution are found and implemented.

ADJOINING STAGE

- Most of the work has been completed at this stage.
- The goal has been achieved
- Compiling the result has been achieved.
- Appreciating the effort of the members
- The team group dissolves.

CONCLUSION

- The five stages of team development are very vital in team working.
- It is an opportunity for members to share ideals and acquirer knowledge for future reference,

MANAGING CONFLICT



- Conflicts are part of human nature, since it has to do with perception and each person, department, team perceives reality differently. Usually when you think of conflict, it is associated with something negative. we will see that they are necessary and can be opportunities to grow, as a team, change or innovate. Not for all conflicts can be resolved but if managed, in fact it is essential to manage them to be able to get the project out faster and with less effort.

POSITIVE AND NEGATIVE ASPECTS OF A CONFLICT

- **Positive**

- Motivates people to understand each other's point of view.
- facilitates the production of new ideas, creativity and changes.
- can improve the decision-making process

- **Negative**

- Generate negative emotions and big stress.
- Limits communication and finally coordination.
- Genera “tag “ to people.

Competition

- Your own interest before the other.
- try to win, imposing.

Collaboration

- Solutions of maximum benefit for all.
- Is able to see opportunity in disagreements.

COMPROMISE

Avoidance

- Does not assume the conflict.
- Retreats into a threatening situation

Accommodation

- Discuss the issue with all parties to find a solution considering multiple viewpoints and agreed upon by all.



STRATEGIES TO RESOLVE CONFLICTS

SUCCESSFUL TEAM DEVELOPMENT

4 stages for an excellent
leadership

- 1) Get to know the team members
 - 2) Define the way the team should be led
 - 3) Establish roles and responsibilities
 - 4) Evaluate the performances
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GET TO KNOW THE TEAM MEMBERS

- Understanding the **strenghts** and **weaknesses** of the team.
- Listening to their **ideas** and **needs**.
- **Improve communication and trust** between members.

DEFINE THE WAY THE TEAM SHOULD BE LED

- Show yourself as a **dependable** person.
- Depending on the members abilities, there are different way to lead a team (theory of the **Situational leadership and Maturity level**).

ESTABLISH ROLES AND RESPONSABILITIES

- Define the **goal** of your Team.
- Knowing your team members strenghts can help you choosing the right person for a specific task.
- There must be specific **policies** (time limits, rules for meeting ecc) that every team member has to follow.

EVALUATE THE PERFORMANCES

- Give **feedback**, don't let the team to slack off.
- **Acknowledge your team members work** in order to increase their efficiency.
- Celebrate with a reward when possible.

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