

Team Working and Communication on (BMSW4002_ LON)

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OVERVIEW

1. Introduction
2. The Benefit And Disadvantages Of Team Working :
3. Stages Of Team Development:
Tuckman
4. Team Roles
5. Managing Conflict
6. Team Development
7. Conclusion
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The benefit and disadvantages of team working

WHAT IS TEAMWORK?

It Is The Ability To Work With Others And Helps Them To Gain Their Full Potential And Achieve Shared Goals



- Group Of 3 Or More People
 - Group Of Few People / Working Together / Supporting Each Other
- Clear Communication And Cooperation
 - Cooperating Between Teams / Developing Stronger Relations / Solving Problems
- Trust And Acceptance In The Teamwork
 - Shared Success / Support Between Teams / Honest And Respect (Careercliff, 2022)

BENEFITS OF TEAMWORK

The Greatest Of Teamwork. When Is Done Right, And Has Benefits That Go Far Boosting The Great Success

- Increase Productivity And Relationship
 - Helping To Produce Valued Results / Build Strong Bonds / Developing Better Understanding And Communication

- Problem Solving And Flexibility
 - Be More Effective And Finding Solutions / Helping Transfer New Skills And Knowledge Between Teams

- Improves Morales And Promotes Synergy
 - Giving Efforts To Increase Achievements And Team Morale / Improve Finances (Careercliff, 2022)



ADVANTAGES OF TEAMWORK

Working In A Team Improves And Encourages Personal Growth, Increases Job Satisfaction, And Reduces Stress

- Division And Quality Of Work
 - Equality Division / Setting Goals / Offering Support / Great Leadership
- Shared Ideas And Responsibilities
 - United Team And Stand By Each Other / Encourages Flexibility / Brings Different Minds Together Providing New Ideas
- Gaining A New Perspective
 - Giving Efforts To Increase Achievements And Team Morale / Improve Finances / Using Individual Skills And Providing Feedback (Careercliff, 2022)



ADVANTAGES

DISADVANTAGES OF TEAMWORK

Working In A Team Can Bring The Potential Risk Of Poor Communication, Complication, Too Long-lasting Decision Processes, And Personal Conflicts

- Team Conflict And Less Training
 - Can Not Please Everyone / Dealing With Wicked Teamwork / Poor Organization In Training
- Lack Of Trust And Competence
 - Sharing Information Only With The Manager / Avoiding Meetings / Not Enough Time To Spend With The Team
- High Pressure And Stress
 - Long Hours / Lack Of Support / Bad Management Or Leadership / Bad Relationship Between Teams (Careercliff, 2022)





Stages of Team Development: --- Tuckman.

Bruce W. Tuckman



- ❖ American Psychological Researcher
 - ❖ Developed the stages in 1965.
- (teamwork.com , 2020)



(teamwork.com , 2020)

FORMING



- First meet members
 - Meet the work .
 - Avoid conflicts .
 - Short communication
-
- Role of the leader:
the leader can be pronounced
at this stage.
(teamwork.com , 2020)

STORMING



- Conflictive environment
 - Different work ideas and styles
 - Impose your personal ideas
 - Exceed the limits
-
- Role of team leader :
discussion to be a team leader



NORMING



- Things start to work .
- Exchange of ideas .
- More confident and interaction with the members

(teamwork.com , 2020)

PERFORMING



- Stable environment and safer ideas
- Motivation and safer work
- Appearance of small conflicts



ADJOURNING

Limitation theory Bruce Tuckman



- Completion of the task
- Dissolution of the team.
- Each individual continues on his way .
- Bad experience for some, loss of the relationship between the members

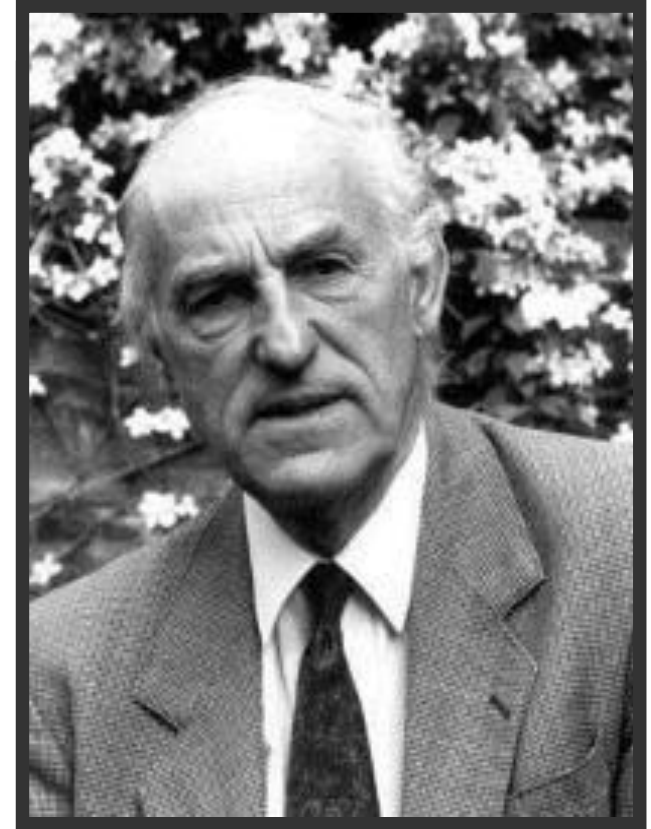
teamwork.com , 2020)

- The groups do not exceed 5 stages sometimes .
- The team may be in the part a storming as it cannot continue.
- Not know how long it will last each stage has its development time.
(infoq.com , 2019)
- Theory has not described the change that the group undergoes over time.
(newsmoor.com 2019)



TEAM ROLES

- **Raymond Meredith Belbin , British researcher Meredith Belbin, born in 1926**
- **Professor in Oxfordshire, England's Henley Business School, Raymond Meredith**
- **In order to research team dynamics, Dr. Belbin was invited to use this business game in 1969.**



BELBIN'S TEAM ROLES



- **Action-Oriented Roles**

They are dynamic and typically extroverted individuals who enjoy motivating others, challenging conventions, and identifying the most effective solutions to issues.

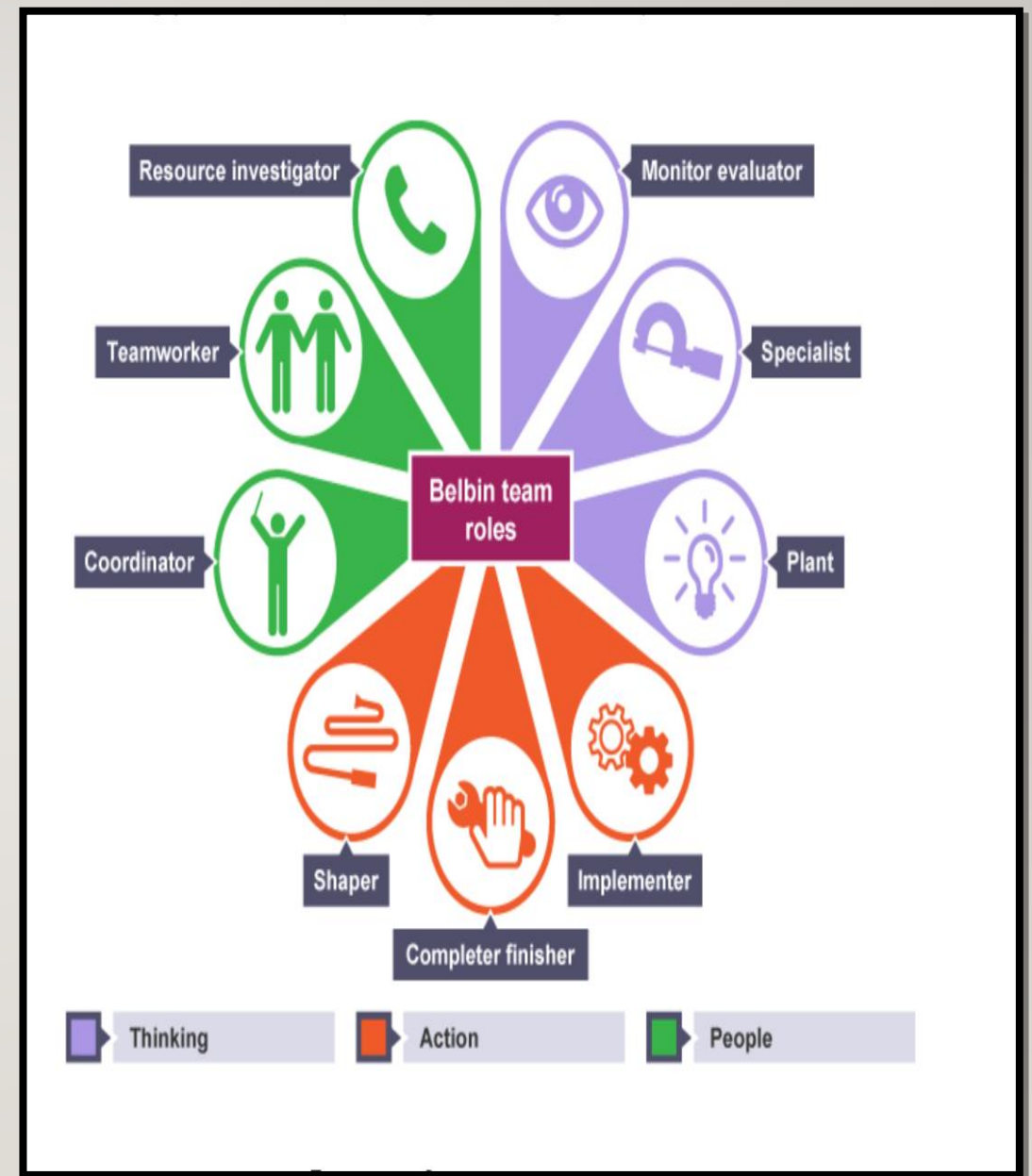
- **People-Oriented Roles**

They delegate jobs expertly and are composed and pleasant. Their possible flaws include a tendency to be manipulative and a tendency to abdicate too much personal responsibility.

- **Thought-Oriented Roles**

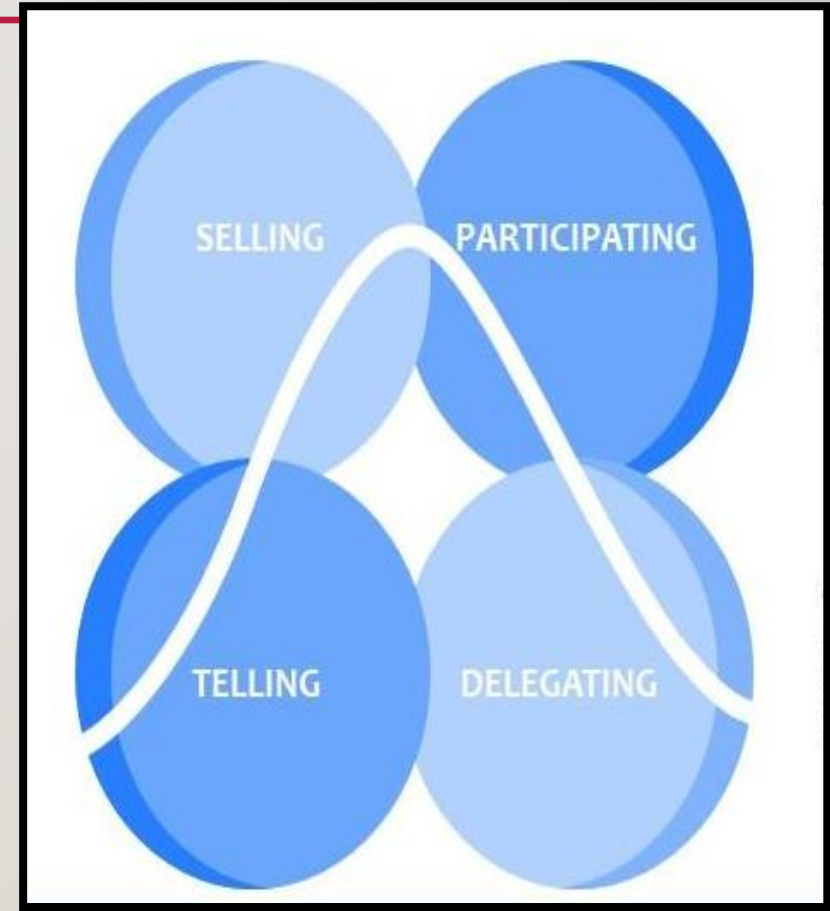
They assess possibilities and offer technical knowledge. Are capable of coming up with ground-breaking, novel solutions. Assessing team decisions analytically and critically is the job of the monitor evaluator.

- **Implementer:** It was necessary to develop a viable plan and execute it as effectively as possible.
- **Teamworket:** They do the tasks required to accomplish the project.
- **Plant:** Is frequently highly creative and skilled at finding innovative solutions to difficulties.



LEADERSHIP: IS THE ACTION OF LEADING A GROUP OF PEOPLE OR AN ORGANIZATION.

- **Selling: Workers-selling-Motivate-Mentor-Competence and confidence**
- **Telling: Workers-Direction/Inspiration, One-way communication, task clear, monitoring === Feedback, Rewards**
- **Participating Employee—confidence, Supervision and assistance needed.**
- **Delegating high levels === Competence and confidence, Employee are accountable Remotely Performance.**



CONFLICT MANAGEMENT



- *Different arises of conflict.*
- *Reacting of people in conflict situation*
- *Avoiding the conflict situations*

Factors of Communications



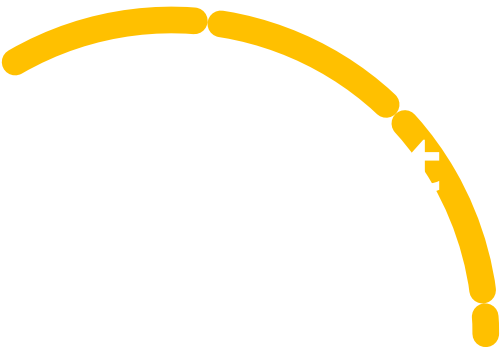
Communication factors
– listening, verbal and
non-verbal
communications



Structural factors –
people working in a
team approaching the
same professional goals.



Personal factors -
individual's self-
esteem, values and
personsl goals.

- 
- 
- ***Competition***
 - ***Collaboration***
 - ***Compromise***
 - ***Avoidance***
 - ***Accommodation***

The positive of the conflict —

- *Not every conflict is bad.*
- *Effective problem solving.*
- *Examining a problems.*



Managing Conflict

Limitations

Listen

Acknowledge

Respond

Resolve

Team development

- Bringing different people together and making a team
- The right people with the right skills brought together in a team , work effectively

(Miles,2022)



A leader must possess the following qualities:

1. Work style

- Every leader must know himself and know well which style makes him most effective

2. Team's roles and assign their tasks

- Each person should know exactly what role they play

(Miles,2022)





3. Empower the team make decisions

- Helps team development

4. Listen team workers and give feedback

- Make sure to understand the team and their problems in workplace

(Miles,2022)



5. Trust the workers and feel them in the right place

- More productive
- More innovative
- More engaged
- Lower employee turnover

6. Stretch thinking

- Workers see beyond the fixed

(Miles,2022)





7. Coaching

- Mental pride
- Increases resistance

(Miles,2022)



Conclusion

1. Effective teams can guide to increase employee motivation and better business productivity.
2. Stages of team development teaches us the different stages of a group and the strengths and weaknesses that it has.
3. Team roles : the workplace to determine a person's behavioural strengths and limitations improved group composition.
4. Managing conflict is the process of reducing the negatives and increasing the positives.
5. Team development have several steps tht show what a good leader should be , the qualities of a good leader



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