



THE EFFECTIVENESS OF TEAMWORK

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EFFECTIVE TEAM WORKING AND COMMUNICATION

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INTRODUCTION

- Teamwork is something that refers to a mutual attempt of a specific group to gain a common objective.
- It also helps the organization s to complete targeted takes in a particular period.
- The teamwork also helps the organization to achieve a specific task in an efficient and effective way.
- It shows that an independent group of some people that works together to achieve a general goal.



BENEFITS OF TEAMWORK

- When we work as a team, we put a lot of effort and organization to achieve a common goal.
- At the moment when there are many different tasks to do, we need to delegate those tasks, especially if they are for different departments and will look for people who are specialized in it.
- We will try to make decisions chosen together to have greater acceptance.
- Each one playing his role, but achieving maximum quality and speed in the organization to be as productive as possible.

BENEFITS OF TEAMWORK

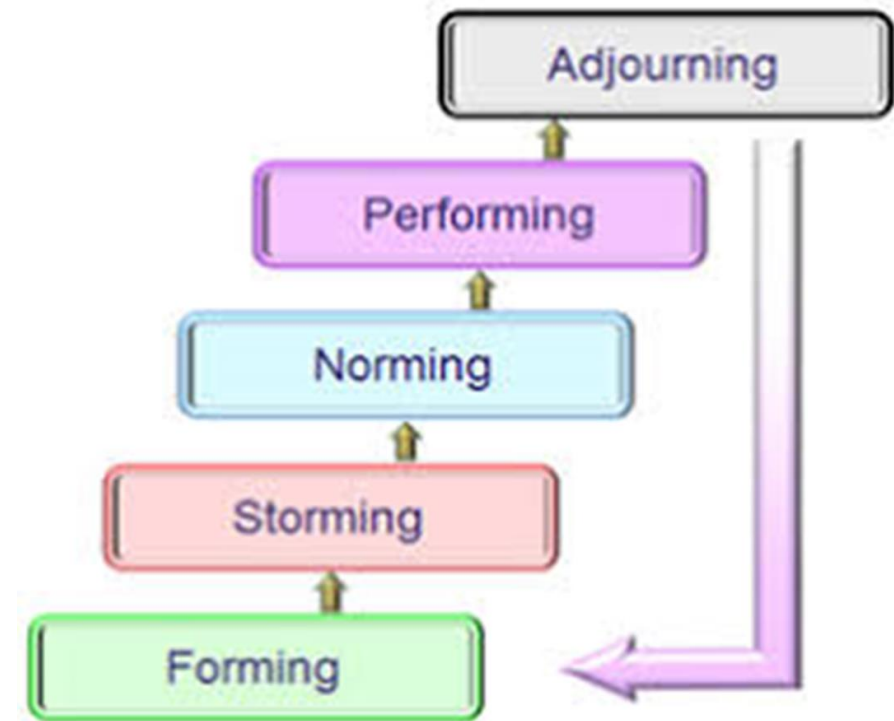
I'm going to name 10 advantages of teamwork:

1. Based on everyday mistakes, in different jobs, it leads to better ideas and decisions to improve coordination.
2. The whole team feels involved in the process.
3. Increase the empowerment and commitment of team members.
4. The circle of communication is extended and it flows in all directions.
5. Knowledge management and shared information means more learning.
6. Increase understanding of the perspectives of other team members.
7. Gives a greater chance of showing individual strengths.
8. It provides a sense of security to those most insecure.
9. Promotes the development of interpersonal relationships.
10. Facilitates the implementation of new ideas.

STAGES OF TEAM DEVELOPMENT

- To be a successful team we have to work together and with strategies to reach the highest level in the beauty industry.
- We will have to use some strategies for our team development.

Bruce Tuckman five-stage development →



STAGE OF TEAM DEVELOPMENT

FORMING STAGE

- This stage involves a period of orientation and know each other ,
- Is a time of uncertainty , and people are looking for a leadership and authority.
- A team person will be appointed to take control and responsible for the team
- Intro duction will be important (critical and sensitive).

STAGES OF TEAM DEVELOPMENT

STORMING STAGE

- The storming stage is the most difficult and critical stage to pass, is a period marked by conflict and competition.
- Performance may actually decrease in this stage because they will spend time into unproductive activities.
- Member disagree on team goals , cliques may form around strong personalities or areas of agreement.
- Members must to work to overcome obstacles, to accept individual differences.

STAGES OF TEAM DEVELOPMENT

NORMING STAGE

- Team performance increases during this stage , members learn to cooperate and begin to focus on team goal .
- Team get through the storming stage , conflicts is resolved
- But we Have to be very careful on this stage because the team can slide back into storming stage.

STAGES OF TEAM DEVELOPMENT

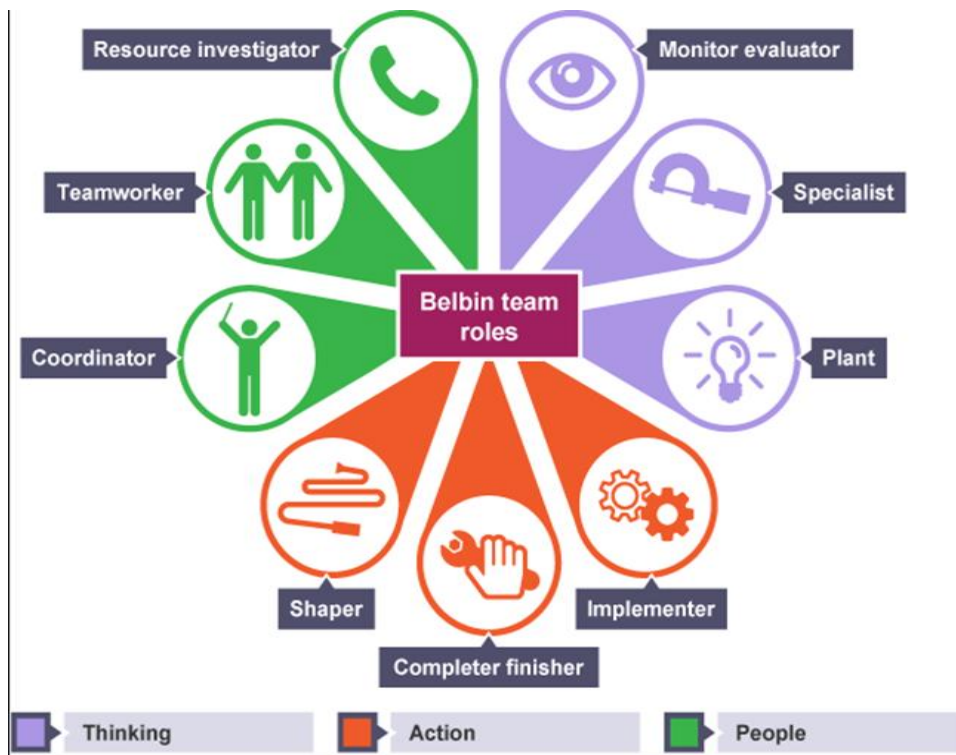
PERFORMING STAGE

- On this stage consensus and cooperating have been well-established and the team is mature, organized and well-functioning.
- There is a clear and stable structure and all the members are focused to the team mission.

ADJOURNING STAGE

In this stage most of the team goals have been reached. Members may be replaced by the new people and the team can go back to a forming or storming stage and repeat the development process.

TEAM ROLES



- Commitment, trust, accountability, focusing on outcomes and conflict management are the most significant role for every organization.
- Trust is the primary key of a successful team.
- Conflict management is another important role of a capable team because great connections can't be created without conflict.



Belbin Team Roles

MANAGING CONFLICT

- Definition of conflict

When employees work together, they may have conflicting goals and work styles, because of conflict is a normal part of business.

However, if you know how to handle it, will be easy to find a solution. Also if you know how to interact one department to other department, then it is easy to find out the problem and easy to solve.



MANAGING CONFLICT

CAUSES OF MANAGING CONFLICT

- Disagreement
- Argument
- Misunderstanding management level
- Misconduct

HOW TO SOLVE A CONFLICT IN THE WORKPLACE

- Talk with the person
- Focus on behaviour
- Listen carefully

SUCCESSFUL TEAM DEVELOPMENT

- Successful team development can't be completed without an active and robust leader because of the entire team respects and trusts the leaders only.
- There are several factors that help successful team development.
- Those factors include ethical leadership, strong communication skills, skilled management, focused on a common goal and outcomes, diverse team members and many more.



CONCLUSION

"Talent wins games, but teamwork and intelligence win championships."

Michael Jordan.

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