

Tuckman's Stages of group Development

Moodle name :Effective Team Working and Communication (BMSW 4002-London)

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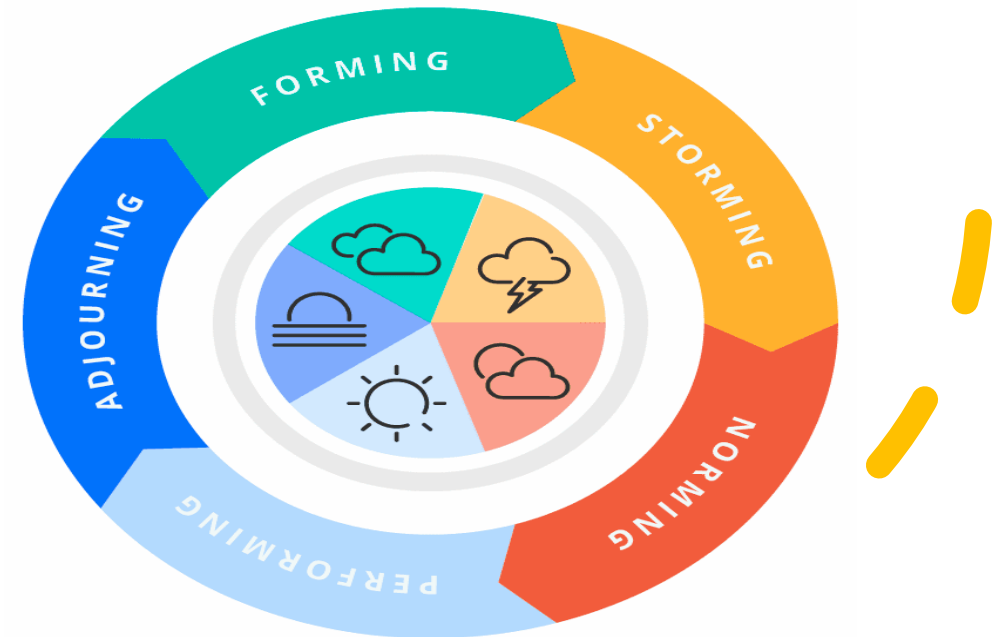
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Introduction of Tuckman's stages of group Development

For a team to grow, and face a challenge, it must find solutions to problems, find answers in such a way that you manage to plan and get the right results for each problem or business, and find a solution to achieve results, each team will need to go through some necessary primary stages. Bruce Tuckman states these stages are critical for team growth and development. These stages are known as:

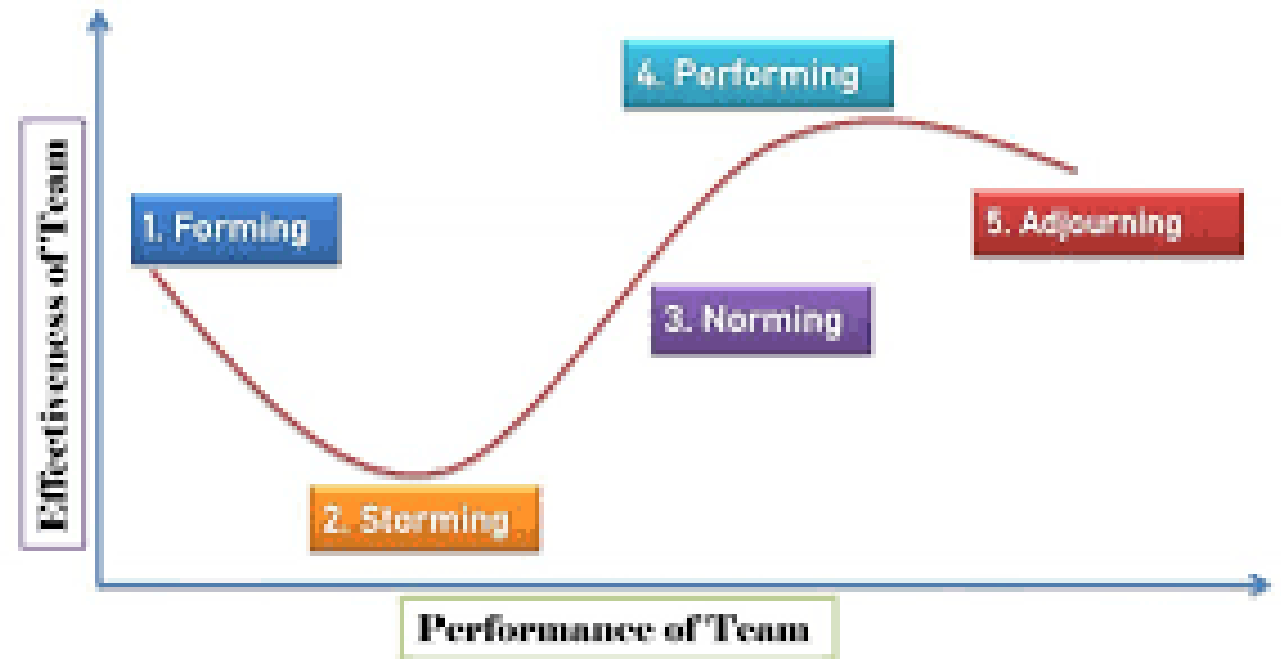
1. Forming
2. Storming
3. Norming
4. Performing
5. Adjourning



The first stage

Forming

- The formation phase is the process of creating the team. In this phase, we get to know the specific objectives and tasks and the role of each of the members, as well as the responsibilities of the team members, knowledge of the rules of the team, as well as the expectations of each one. Members of the group and the way of communication.

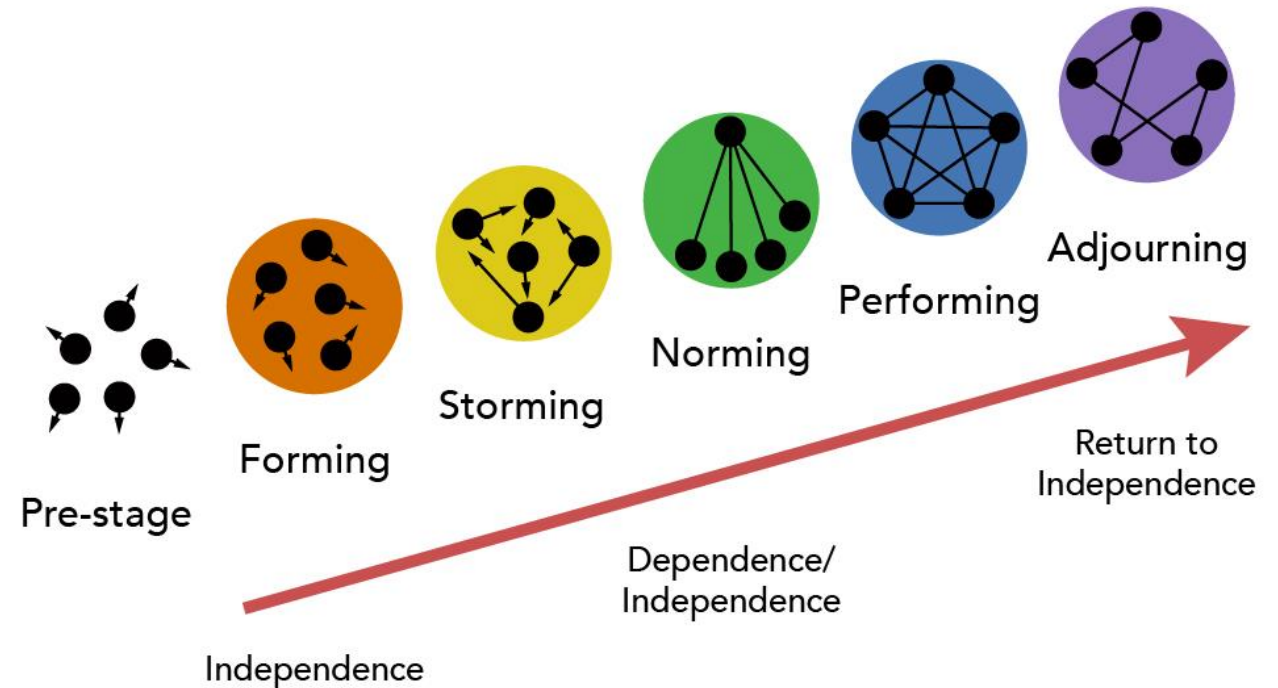


Tuckman's Model of Five Stages

The second stage

Storming

- Members in this stage argue among themselves, compete for power, have obvious differences of opinion, lack clarity of their role, lack consensus, lack progress, set unrealistic goals, and complain about excessive work. Some feel defensive, some are confused and lose interest, and some are resistant to tasks. There may be fluctuations in the attitude towards the team, insecurity in the team about personal influence, and feelings of inadequacy.



The third stage

Norming

- At this stage, the team is asked to contribute using all possible resources to collect any necessary ideas and suggestions, thus offering the leadership the opportunity to take responsibility and skills of shared decision-making that leads to the solution of the problem.



The fourth stage Performing



- Members at this stage have a sense of empathy for each other and have high commitment. They begin to understand the ethic of shared work, close bonds emerge, they have fun and excitement, there is much personal development and creativity, they have general feelings of contentment, and they constantly discover how to maintain feelings of momentum and enthusiasm.

The last stage

Adjourning

- At this stage, each member of the group will be recognized with the evaluation and reward of the work done individually by each member of the group, also bringing about the change of the team structure to realize new collaborations.

