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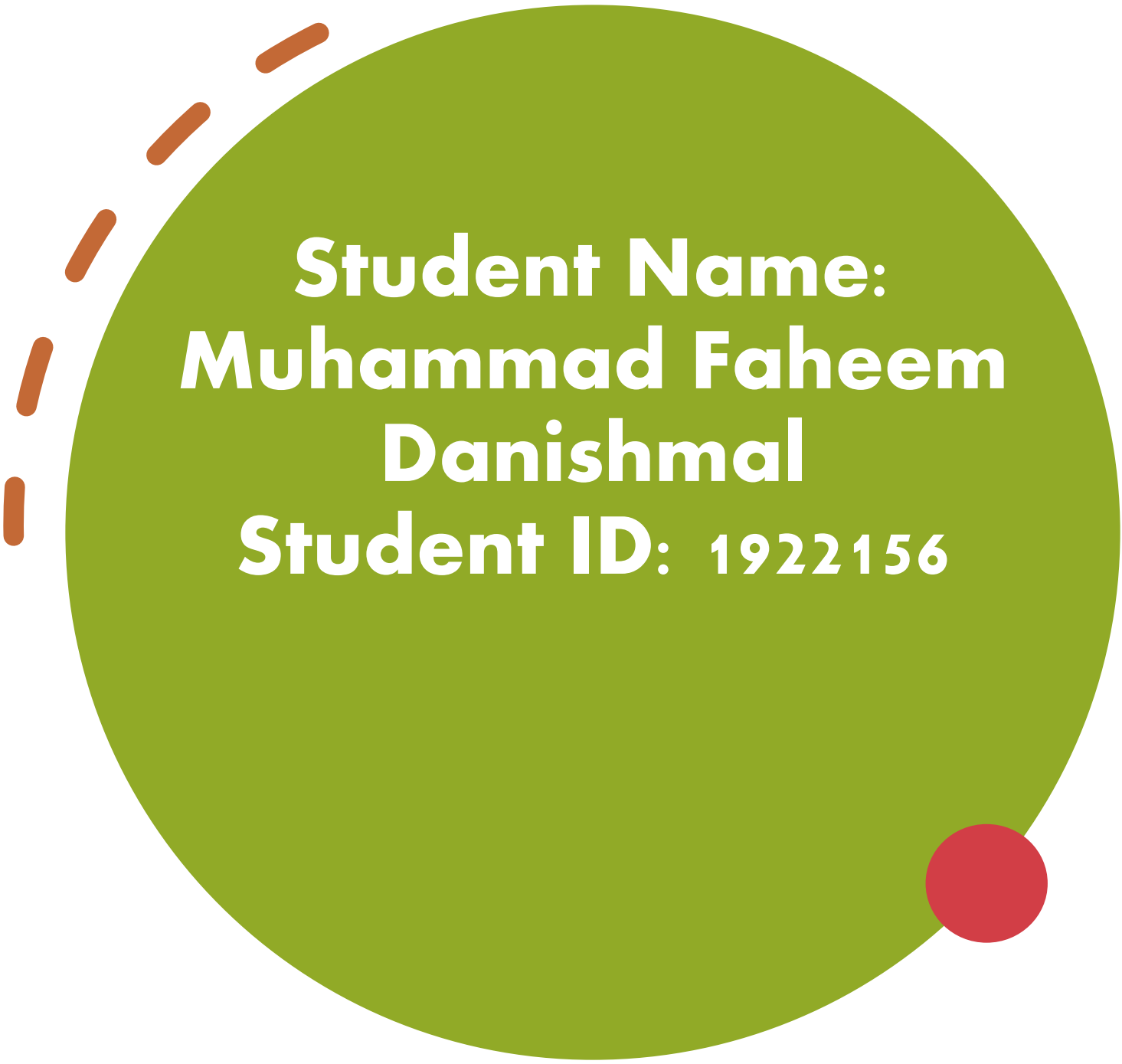
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Benefits of team working

Teamwork

(Pavlič, 23, 2020)



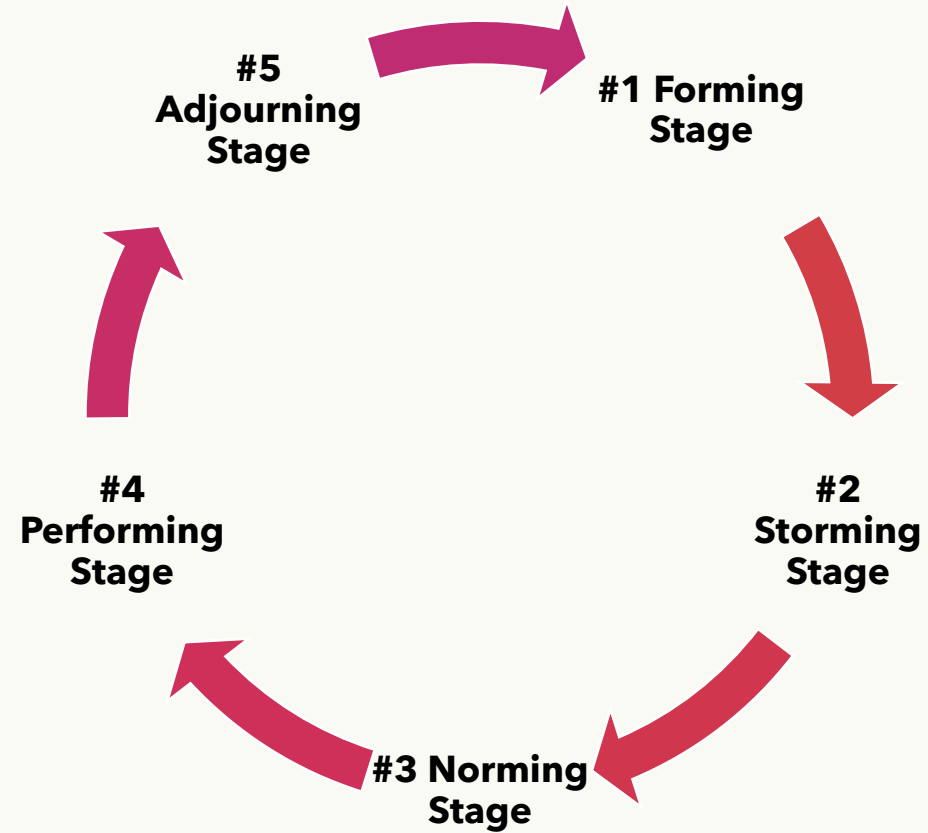
Benefits of Teamworking

- **Teamwork psychologically triggers the creative part of the brain**



Stages of team development

(Tuckman, 1965)



EFFECTIVE TEAM WORKING & COMMUNICATION

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• Module Title MODULE CODE BMSW4002



Welcome to

Managing conflict

Consulting services M.L.F.D

conflict strategies solutions for team working

outlining steps of operation and considerations

Conflict Management Categories Styles in 3 Steps :

-First step Conflict causes and factors.

-Second step 5 Stages Styles.

-Third step Methods.

-First step: Conflict causes categories and factors.

Teams problems

Conflict should be managed carefully to make a positive contribution (Amason et al.,1995).

Strong team plan for managing conflict

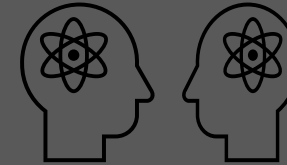
what cause team conflict ?

Three stages (Varney, 1989).

1-Communication factors

2- Structural factors

3-Personal factors

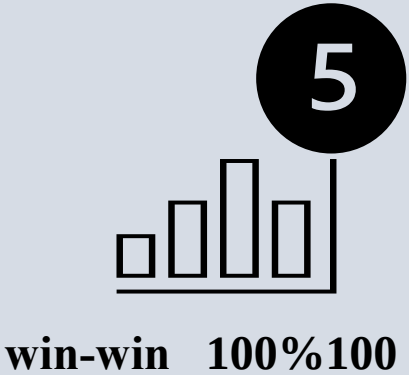




Second step: 5 Stages Styles

five-category classification of different methods for handling conflict was first introduced by Blake and Mouton (1964).

Managers require high team leaders with high maturity level and training programs to achieve effective team working.



Third step: Methods

Synergy

Employees must accept credibility and trust in the power holder (Luthans, 2011).

No strategies solutions methods will work without mutual respect, every team member must be ready to:

-Listen



-Acknowledge



-Respond



-Resolve differences.



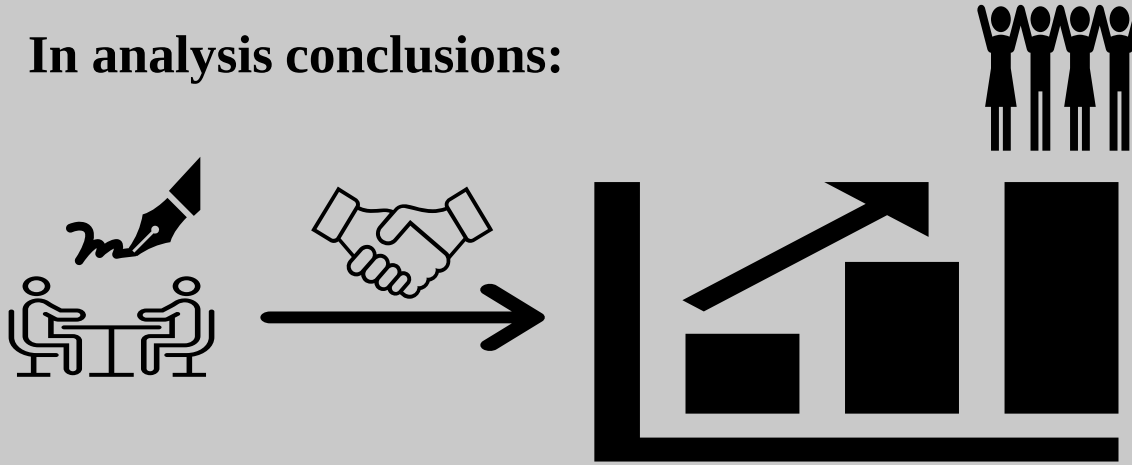
(Lloyd Beharry 19/11/2018)

MATURITY IN INTRODUCING EFFECTIVE TEAM WORKING STRATEGIES

STUDENT NUMBER 1922056



In analysis conclusions:



- . Conflict should be examined carefully.
 - . Conflict management style based on a specific situation
 - . Compromising is a temporary solution nobody knows when it will break down or it will continue
 - . No result if both employer and employee doesn't listen.
 - . Using the reward incentives power is a good way to settle most organizational conflicts.
- (Growing Science).



BELBIN TEAM ROLES MODEL

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FATHER OF THE TEAM ROLE THEORY

Defines a team role as: "A tendency to behave, contribute and interrelate with others in a particular way."

- Dr Meredith Belbin ,2003



BELBIN TEAM ROLE MODEL

- BELBIN – 9 team roles divided in 3 categories .
- Each has a typical behavioural strength and a characteristic weakness.

These are:

Action-oriented Roles:	Shaper	Implementer	Completer Finisher
People-oriented Roles:	Co-ordinator	Teamworker	Resource Investigator
Thinking-oriented Roles:	Plant	Monitor Evaluator	Specialist

ACTION ORIENTED ROLES: SHAPER

Contribution to the Business:

- pushes to get action to happen - hard-driving
- challenging .

Strengths:

- Challenging, dynamic, bring pressure to see results.

Weakness:

- Prone to provocation.

Work Environment: Positive and caring environment where opportunity to provide support is open.

Best Managed by: Any roles. Most valuable to a Shaper who needs support in resolving issues.



PEOPLE ORIENTED ROLES: TEAMWORKER

Contribution to the Business:

- Provide support and effective work.

Strengths:

- Flexible, good negotiators, and co-operative.

Weakness:

- Indecisive, avoid confrontation, easily influenced, less likely to give opinion.

Work Environment:

- Positive and caring environment where opportunity to provide support is open.

Best Managed by:

- Any roles. Most valuable to a Shaper who needs support in resolving issues.



THINKING ORIENTED ROLES: PLANT

Contribution to the Business:

Create new ideas and approaches at work.

Strengths:

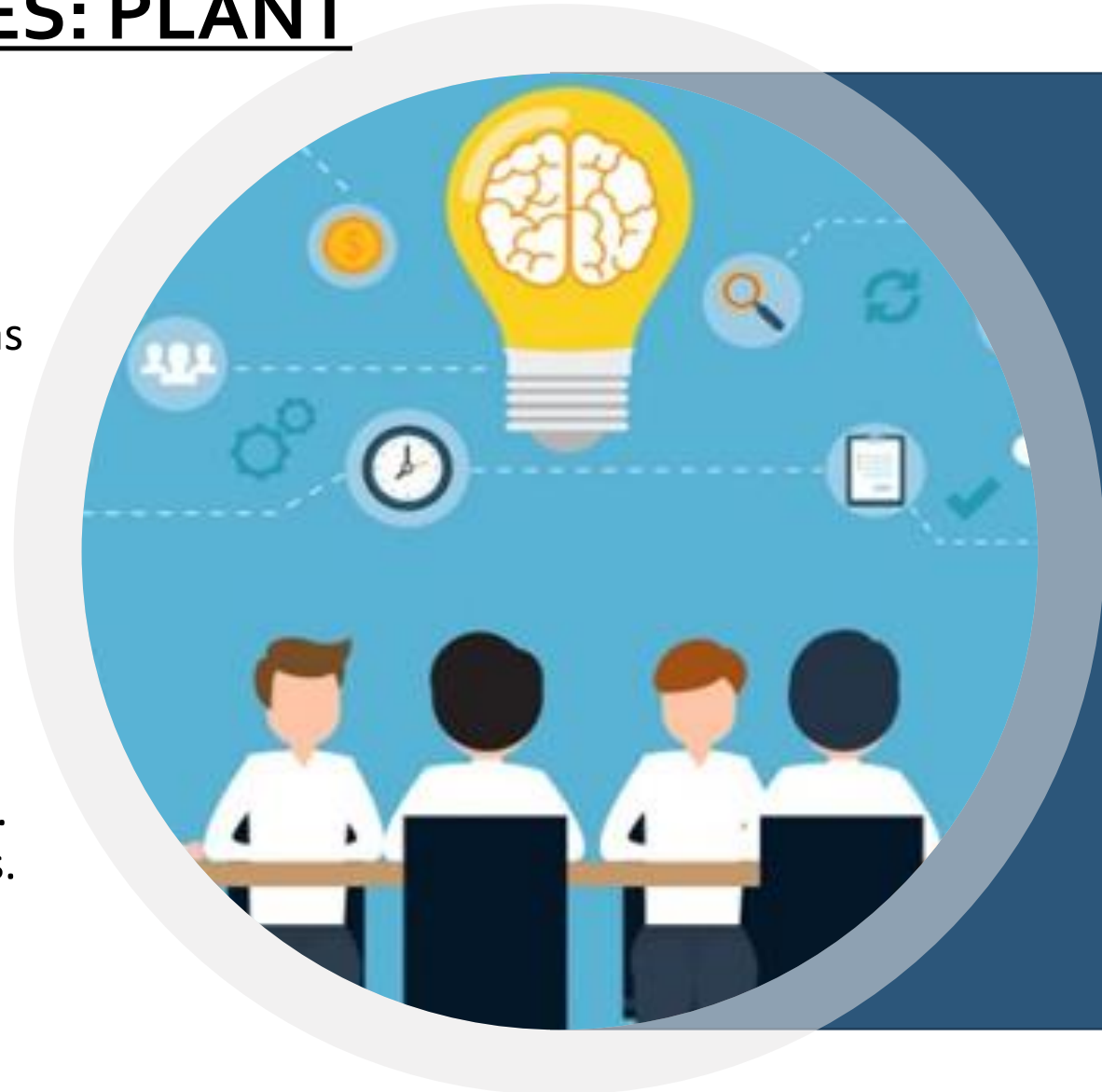
- Creative, Free-thinking, Generates good ideas and solve problems.

Weakness:

- May ignore details, too preoccupied to communicate effectively. Depend on others for evaluation.

Work Environment: Space and Time is needed.
Hard time in adapting to restrictive workplaces.

Best Managed by: Coordinators, Managers.
Monitor Evaluator or Implementer.



IN CONCLUSION...

- Belbin Roles express only tasks and functions in a team and their function . They are not personality type or preferences.
- Belbin Provide different types of ways that would aid businesses looking to improve their performance.
- Model helps apply confidence when making decisions involving individuals in different responsibilities.
- Team roles optimize project ideas
- Are vital for leadership training supporting leaders to identify weakness and act on it effectively.





M.L.F.D TEAM

THANK YOU



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Successful Team Development



Introduction

- Building of a successful team is more related to finding the appropriate group of people with the right mix of professional skills
- Tuckman identified that each team passes through 5 stages of development - forming, storming, norming, performing and adjourning, to ensure proper development of teams (Murray & Moses, 2005).

Importance of Team Development



- Successful team development is likely to lead to achievement of the team goals
- It also allows team members to learn from others and also develop new skills (Smith & Offodile, 2008)
-

Characteristics of a successful team



- Some of the prominent characteristics of a successful team includes:
- goal oriented, commitment to roles, shared culture, clear communication, responsibility and accountability(Morgeson et al., 2005).



Continued...

- ❑ Belbin identified that there are nine prominent team roles which ensures proper team development.
- ❑ These roles are action oriented roles (Shaper, Implementer, Completer Finisher); people oriented roles (Coordinator, Team Worker, Resource Investigator) and thought oriented roles (Plant, Monitor-Evaluator, Specialist) (Belbin, 2012).
- ❑ These roles ensure that teams operate in a coordinated manner and meet the required objectives.



Conclusion

- It could be stated that team holds a prominent position on organisational development. Each of the team members have prominent roles required to meet the team objectives.
- It is important to understand that each team passes through several stages of conflict and resolution to become a strong team.

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