

Effective Team work and Communication





EFFECTIVE TEAM WORK AND COMMUNICATION

Ana Maria Salceanu : 2018244

Constantin Balasoiu : 2019782

Inga Zmeu : 2007750

Maria Iuliana Vlad : 2010288

Radu Milea : 2019144



Benefits of team working

- T-together
- E- everyone
- A- achieves
- M- more



Benefits of team working

- Increase Motivation
- It provides a support network
- Increase Collaboration
- Good morale of organisation



Benefits of team working

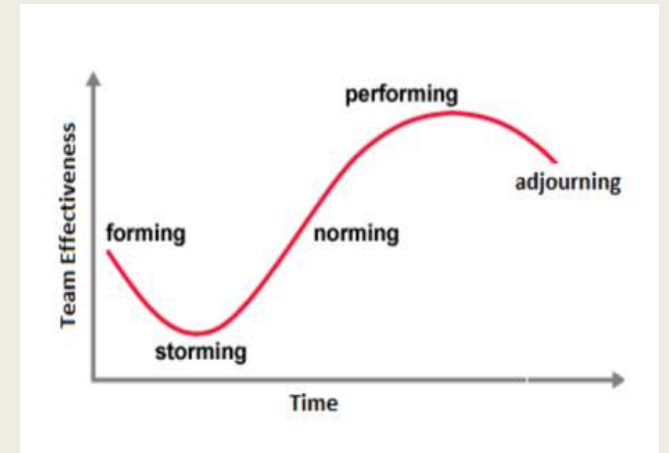
- Create strong relationships
- Allows flexibility
- Grows skills
- Makes you happier

Disadvantages

- Contrasting personal styles can be clash
- Too many ideas /experts
- Decision taking takes longer time
- Some people work better on them own

Stages of team development

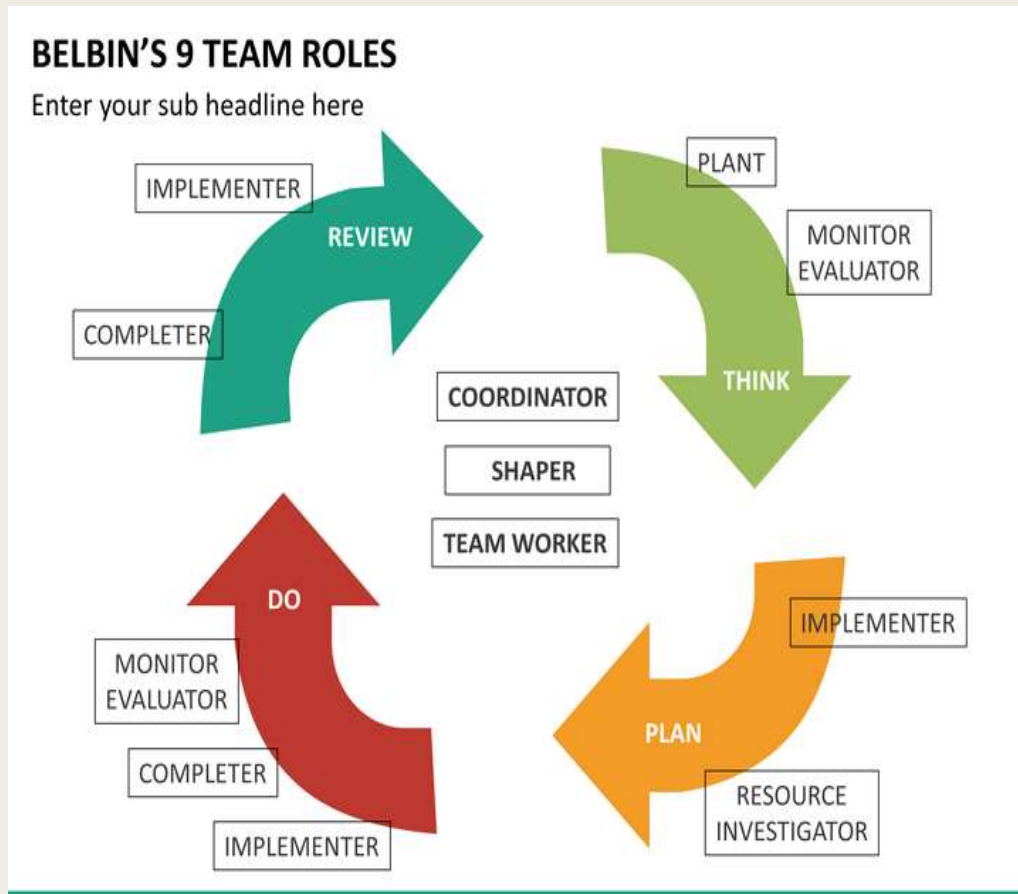
Bruce Tuckman (1965) first identified stages of team developing that helps teams to reach peak effectiveness. Team development can create a prepare atmosphere by encourage their cooperation and maintain or build trust with other team members.



Stages of team development

- Forming – is the first stage of development where everyone is polite and trying to make an effort;
- Storming – conflicts appear due to different approaches;
- Norming – resolve differences, share and listen ideas;
- Performing – achieving team goals;
- Adjourning - final stage of development, documenting results.

Team Roles



R. Meredith Belbin (Father of Team Role Theory) identified nine team roles and he categorised those roles into three groups:

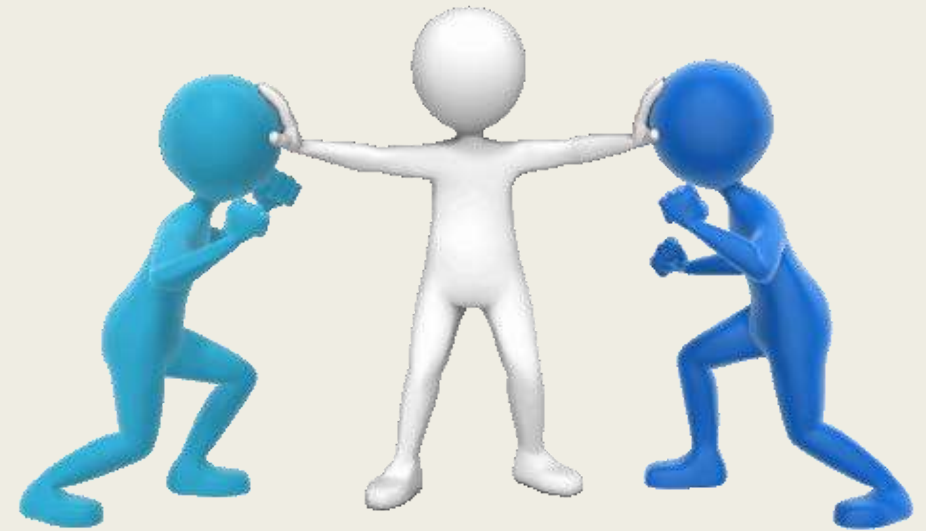
Team roles

- **Action Oriented** – Shaper , implementer , finisher
- **People Oriented** – Plant , monitor, specialist
- **Thought Oriented** – Co-ordinator, team worker , resource
invested

Managing Conflicts

To manage their conflicts in their workplace describes that the management team successfully handles their issues and resolve workplace issues. The main aim is to resolve their disputes in management and avoid conflict in a very effective manner.

To remove the conflicts, the organisation manager must make such strategies so that no competition can arise.



Reasons of Conflict

Conflict can arise from numerous sources within a team setting and generally falls into three categories:

- Communication factors
- Structural factors
- Personal factors

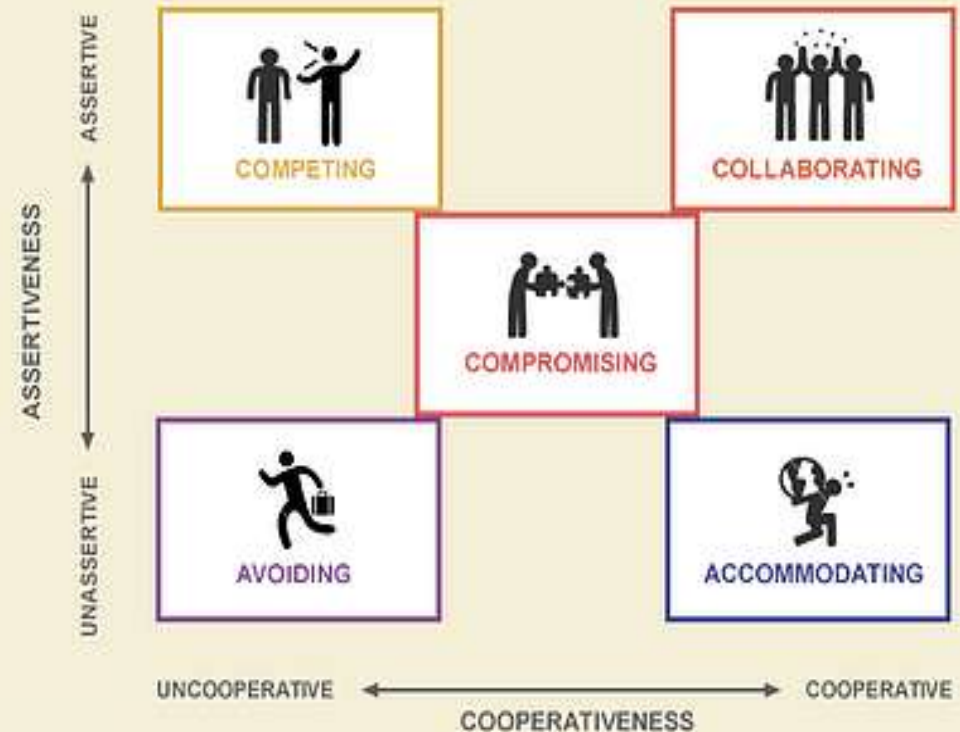
(Varney, 1989)



Conflict Handling (Thomas, 1976)

No method of managing conflict will work without mutual respect and a willingness to disagree and resolve disagreements. Each person on the team must be willing to:

- Listen
- Acknowledge
- Respond
- Resolve differences.



Successful Team Development

- Define the purpose
- Assemble the team
- Determine the goals
- Set Expectations
- Monitor and Review
- Celebrate and Reward



CONCLUSION

In conclusion the organisation should make teams in order to achieving the organisational goals and objectives. It is the responsibility of team manger to monitor the performance of members and provide guidance so that they can work effectively.

References

- Bruce W Tuckman.,1965 , Developmntat sequence in small groups
- Ken C., 2019 , Starting a business,pag.154-157
- Thomas K.,1978, Dealing with conflicts
- Varney, 1989