

# Effective Team Working and Communication (BMSW4002 LON)

Title: (Introducing effective team working)

Group: 1

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# Introduction

- Throughout contemporary history, cooperation always proved critical to such advancement, development, & existence of mankind.
- Numerous studies have shown that cooperation has a positive impact on a company, but numerous managers often fail to take advantage of all potential opportunities of collaboration (Evans et al, 2022).

# Benefits of team working (Beenish malik 2113590)

- 1. Increased enjoyment
- 2. Reduction in anxiety
- 3. Increased interaction
- 4. Avoidance of misunderstanding
- 5. Increased inventiveness

# Benefits of the team working



## 1. Increased enjoyment:

- Personal labor may become gratifying, but most folks find that working with others seems much greater enjoyable.
- Predictably, several individuals feel ready to complete their job because they may devote leisure to their loved ones (Beneroso et al, 2022).

# Benefits of the team working



## 2. Reduction in anxiety

- Creating a trusting climate in the workplace can lead to long-term connections between coworkers.
- Any young squad can benefit from certain community events or excursions to get to know each other better (Fiorini, 2022).

# Benefits of the team working



## 3. Increased interaction

- Group members that respect one another are more likely to communicate honestly & successfully, this might result in more teamwork.
- Technology solutions like discord and telegram allow developers to communicate with their colleagues in a more efficient manner versus a slideshow (Hargreaves, 2022).

An illustration depicting teamwork and collaboration. It features several stylized human figures in business attire working together. One figure is placing a large yellow puzzle piece into a larger structure. To the left, there are interlocking gears and a bar chart. To the right, there is a large, glowing yellow lightbulb, symbolizing an idea or innovation. The background is a light blue gradient with soft clouds.

# Benefits of the team working

## 4. Avoidance of misunderstanding

- Just at the heart of a decent squad involves any understanding of such overall aim and purpose, as well as an understanding of one's role mostly in strategy.
- Use a goal wall to keep important information plus tasks visible to such an entire group (Clarke et al, 2022).

# Benefits of the team working

## 5. Increased inventiveness



- With collaboration, one industry's combined toolkit grows in size.
- One group can benefit from an accessible operating space unless they all function collaboratively inside that same location (Madhani, 2022).

# Stages of team development(Marian Sandu 2112450)

- Forming
- Storming
- Norming
- Performing
- Adjourning

# Stages of team development(Marian Sandu 2112450)

## Forming

- First meet
- Introduction of the members
- Assessing the previously acquired skills (Cohen, 2019)

# Stages of team development(Marian Sandu 2112450)

- Storming
- Idea sharing stage
- Group mates interact with each other regarding the idea

# Stages of team development(Marian Sandu 2112450)

## Norming

- Collaborative efforts from the team starts
- Team members engage with each other properly

# Stages of team development(Marian Sandu 2112450)

## Performing stage

- Highest performance is achieved at this stage
- All works are completed within the timeline

# Stages of team development(Marian Sandu 2112450)

## Adjourning stage

- Assessment stage
- Future expectations are reflected in this stage

# Team roles (Lizzy Jest Esienna 2113584)

Team role:

- According to Meredith Belbin's research, the most successful teams had a wide mix of behaviours. We must exhibit each of the nine Belbin Team Role behaviours at the appropriate moments in order to develop high-performing teams.

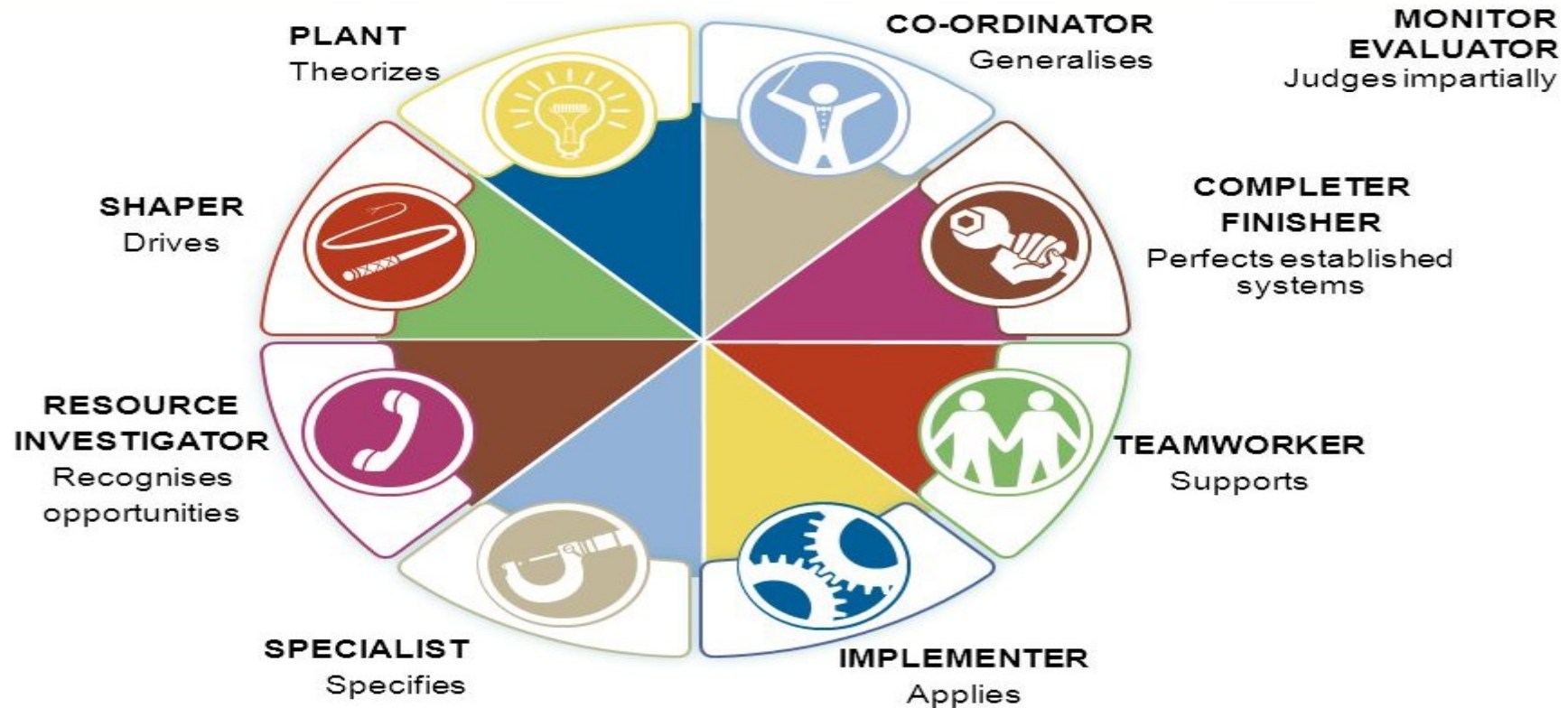
What are the nine roles that make up the Belbin Team?

The nine Belbin Team Roles are: Resource Investigator, Teamworker, and Co-ordinator (Social roles); Plant, Monitor Evaluator, and Specialist (Thinking roles); Shaper, Implementer, and Completer Finisher (Completer Finisher) (the Action or Task roles). Each Team Role is described in greater depth below

# Team roles (Lizzy Jest Esienna 2113584)



## Team Role Opposites



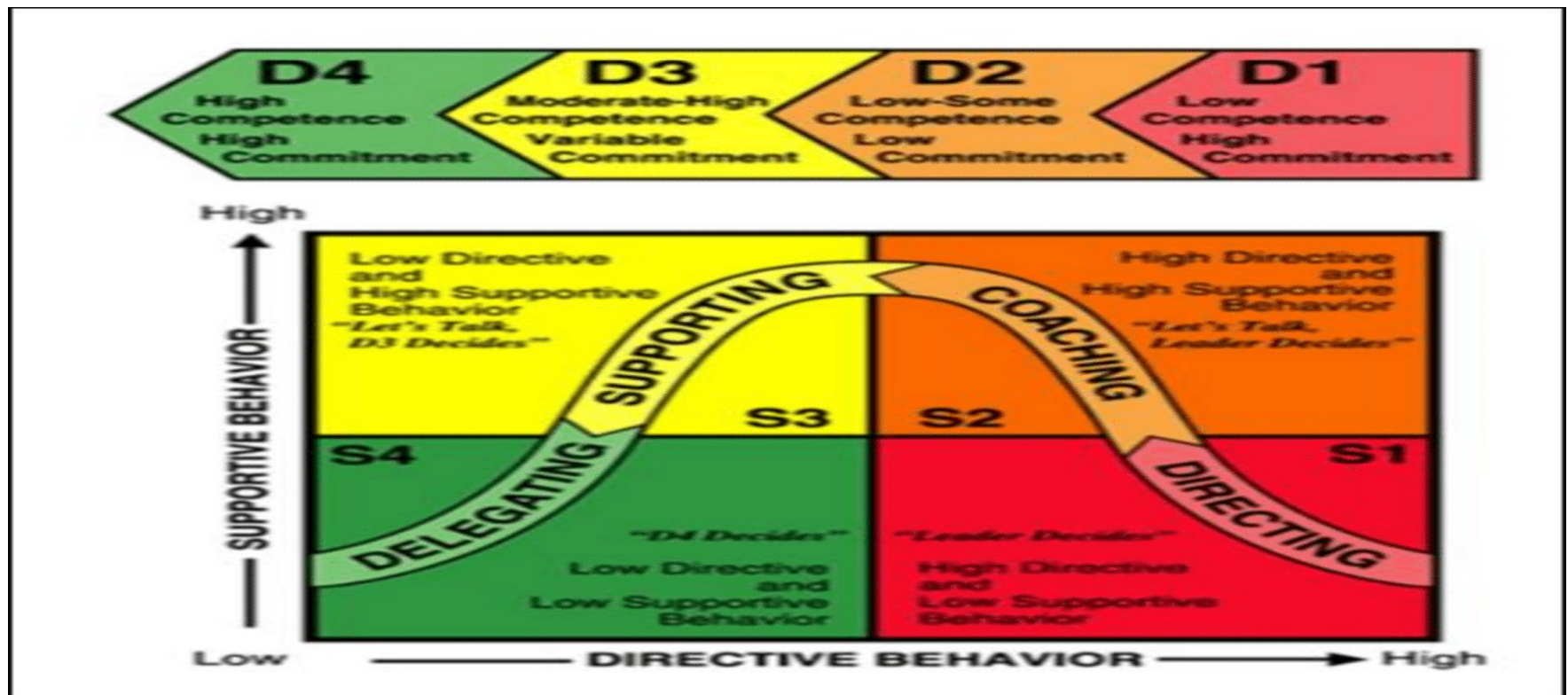
# Team roles (Lizzy Jest Esienna 2113584)

- R Meredith Belbin
- *Routledge, 2012*
- Belbin's renowned Team Role theory is a familiar concept for managers and management trainers across the world.
- Following on from the best-selling *Management Teams: Why they succeed or fail*, this second edition of *Team Roles at Work* provides useful insights into how to apply the theory in everyday work situations.

# Team roles (Lizzy Jest Esienna 2113584)

## Situational Leadership Role

- "The situational theory emphasises on the traits of followers as crucial parts of the situation, and thus of determining effective leader behaviour," according to the situational theory (Daft, Richard, 2008, Pg. 71).



# Managing conflict (Nazia Afzal 2112460)

When we work together  
as a team,  
we all have to face conflict  
this is because, we all are  
different and we dealing with  
different people's lives, ego,  
pride and  
values.



# Managing conflict (Nazia Afzal 2112460)

It can be from lots of reasons and sources within team but there are three main categories:

## **communication factors**

These happen by poor listening skills, nonverbal (body language).

## **structure factors**

Size of team

## **personal factors**

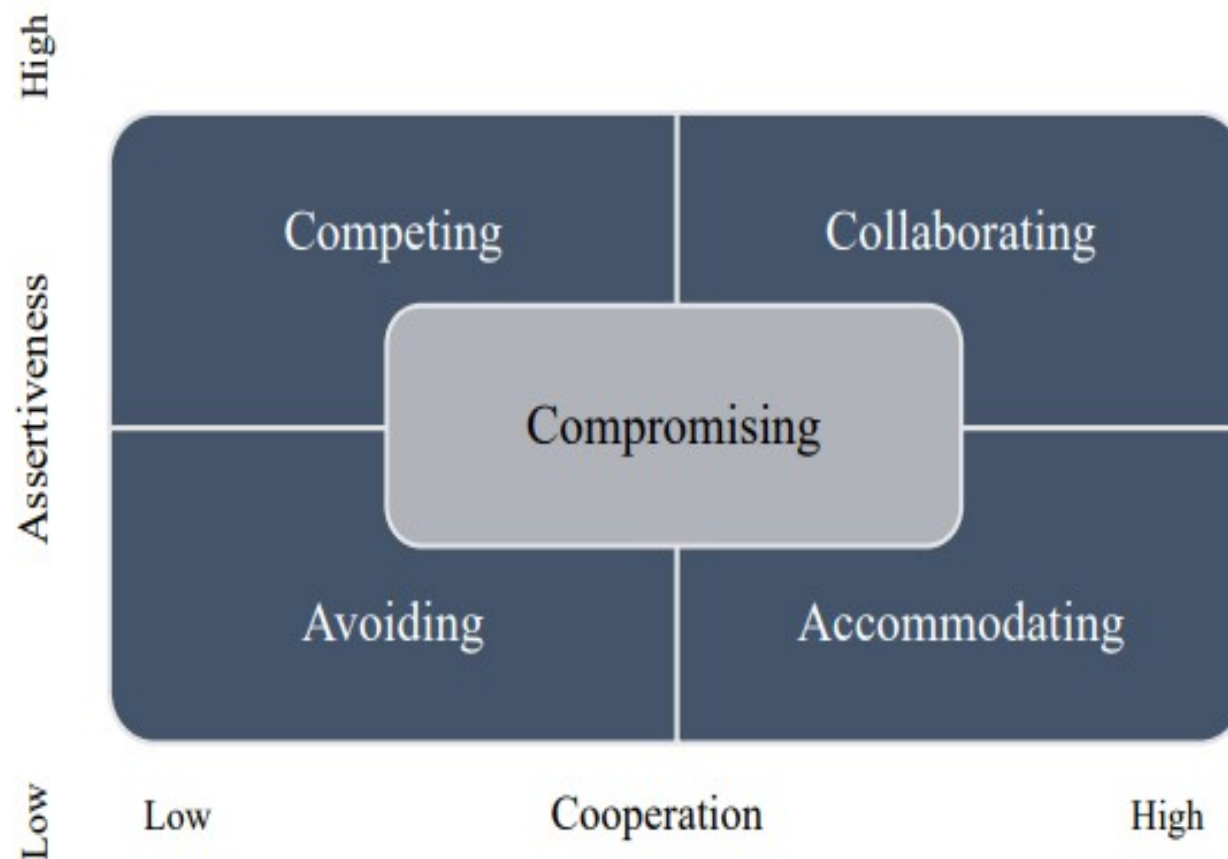
Personal goal and value



# Managing conflict (Nazia Afzal 2112460)

It can be managed by Thomas-Kilmann model,

- Competing
- Collaboration
- Compromise
- Avoidance
- Accommodation



# Managing conflict (Nazia Afzal 2112460)

Without mutual understanding, respect and a willingness to disagree and resolve disagreements, we can't manage conflict in the team. For this every person on the team have willing to:

- Listen

Give your full attention ,

Clear your mind from distraction and concentrate

Verbal and non verbal

- Acknowledge

When you show you are listened.

You heard them even you may still have disagreement

# Managing conflict (Nazia Afzal 2112460)

- Respond

Give each other turn to speak and listen, be ready for question and challenges and accept what they are saying also makes sense.

- Resolve differences

Define the real problem, analyze it into parts, and give generate alternative solutions to the problem with the agreement of everyone's.

# Successful team development(Md Ariful Islam 2111561)

1. Confidence in team members
2. Increased variety
3. Be prepared to engage in debate around ideas.
4. Learn committed and action plans
5. Reduced risk of exhaustion

# Successful team development(Md Ariful Islam 2111561)

## 1.Confidence in team members

- Trust is very important for a team development.
- Need to find out what is team lacking and weakness
- Team leader has the responsibility to build the trust
- A successful team can make a successful business

# Successful team development(Md Ariful Islam 2111561)

## 2. Increased variety

- One of the hallmarks of a well-functioning collaborative environment is the inclusion of a wide range of diverse perspectives.
- To get the greatest performance out of a company group, one will have to anticipate plus accept some functional conflict among group mates whether someone is trying must promote collaboration throughout the company office (urbaniec et al, 2022).

# Successful team development(Md Ariful Islam 2111561)

## 3.Be prepared to involve in debate around ideas.

- It's a big point to agree in one decision.
- Because of disagreement conflict starts each other
- So ideas need to be presented and debated, team will fail.
- Respects the ideas otherwise another team will take the position.

# Successful team development(Md Ariful Islam 2111561)

## 4.Learn committed and action plans

- For a good result team need to committed with their plan.
- Team must stick to their Decision.
- If some team member ignore it, team won't succeed.

# Successful team development(Md Ariful Islam 2111561)

## 5. Reduced risk of exhaustion

- If you're constantly under pressure as well as can't keep up, you're likely to suffer from exhaustion.
- Those who see symptoms approaching exhaustion among those coworkers could sometimes be ready can step forth and assist via taking over some job while suggesting a vacation (kulkarni et al, 2022).

# Conclusions

- A team formed for a better work experience. After considering under consideration the overall restrictions faced by various problem.
- Team might be developed by rising expectations, respecting others, engendering connection, practicing emotional intelligence, and motivating with positivity each other.

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# Question & Answer