

GROUP PRESENTATION

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MODULE CODE: BMSW4002

Benefits of team working

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TEAMWORK - DEFINITION

- Teamwork involves stimulating more than two people to achieve a common goal, together with addressing various problems that hinder the achievement of goals, a group of people will try to cooperate using their individual skills and providing constructive feedback, despite any personal conflict between individuals.



Why Teamwork?

TEAMWORK

- Agree on goals
- Establish tasks to be completed
- Communicate / monitor progress
- Solve problems
- Interpret results
- Agree completion of project



INDIVIDUAL WORK

- Work on tasks
- Work on new / revised tasks
- Research / development
- Networking





CONCLUSION

- Human resources are care about managing people in best way to get best results. The team structure to achievement work of each member of the all departments . If there is teamwork , any type of issue can be solved by means of discussion.



References

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(Accessed:8th December 2021)



THE EFFECTIVE WAYS OF HAVING A SUCCESSFUL TEAM AND THE EFFECTIVENESS OF TEAM ROLES

- The Success of an team depends of the different roles performed by different people in the group working as a team .
- All the different team roles can be explained and shown through Belbin's model of team roles.
- If a team has all their roles justified and given the right job to the right team player there shouldn't be any conflict between the group.

Driskell et al., 2017

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BELBIN'S TEAM ROLE

- Belbin's team role teaches that by dividing orientation of team roles into three main divisions makes a better team and they are the following,
- Thought- oriented
- Action- oriented
- People oriented

Bednár and Ljudvigová, 2020



THOUGH- ORIENTED TEAM ROLES

- Thought oriented roles usually should help in analyzing new ideas and finding better modern ideas on how to present them to the team
- Thought-oriented team roles include the following
- The Plant
- The Monitor Evaluator
- The Specialist

Thought-oriented roles



SPECIALIST



MONITOR/EVALUATOR



PLANT

ACTION- ORIENTED TEAM ROLES

- Action oriented team roles means and helps completing a task one is given They include
- The shaper
- The implementer
- And the finisher (finishing the group task)

Gander et al., 2018

Action-oriented roles



COMPLETER FINISHER



IMPLEMENTER



SHAPER

PEOPLE-ORIENTED TEAM ROLE

- People –oriented means to help build effective relationships between colleagues in one team .

Ruch et al., 2018

People-oriented team roles include the following

- The Team Worker
- The Coordinator
- The Resource Investigator

(Ivanova et al., 2020):

People-oriented roles



RESOURCE INVESTIGATOR



TEAM WORKER

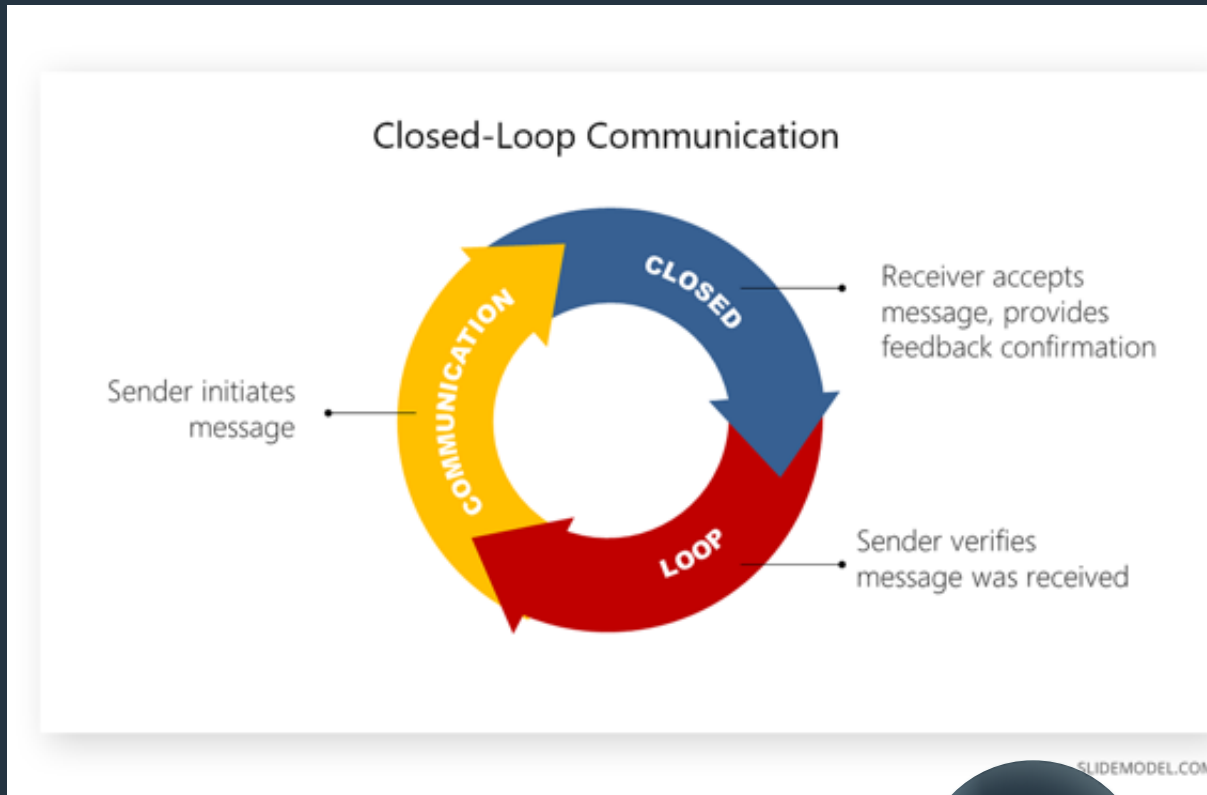


COORDINATOR

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- **Successful team development**
- **Why is Teamwork Important?**
- As popular lore says: “teamwork makes the dream work”. That idea holds true at the workplace too! Over 54% of employees admit that a strong sense of community (common vision and mission, great coworkers, and corporate culture) prompt them to stay longer with the employer.



Teamwork Concepts



EMPLOYEE ENGAGEMENT

Correlates with the levels of teamwork in the workplace.

PRODUCTIVITY

24% lower turnover, and 41% lower absenteeism.