



Strategies for Effective Team working

Content



***BENEFITS OF
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***STAGES OF TEAM
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***MANAGING
CONFLICT :
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***SUCCESSFUL TEAM
DEVELOPMENT:
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Benefits of team working

Advantages

- ✓ Two heads are better than one
- ✓ Creating a form of bond that allows each team member to rely on each other.
- ✓ Improving each other strengths and skills, helping the see their full potential
- ✓ sandler.com (9 August 2017).

Disadvantages

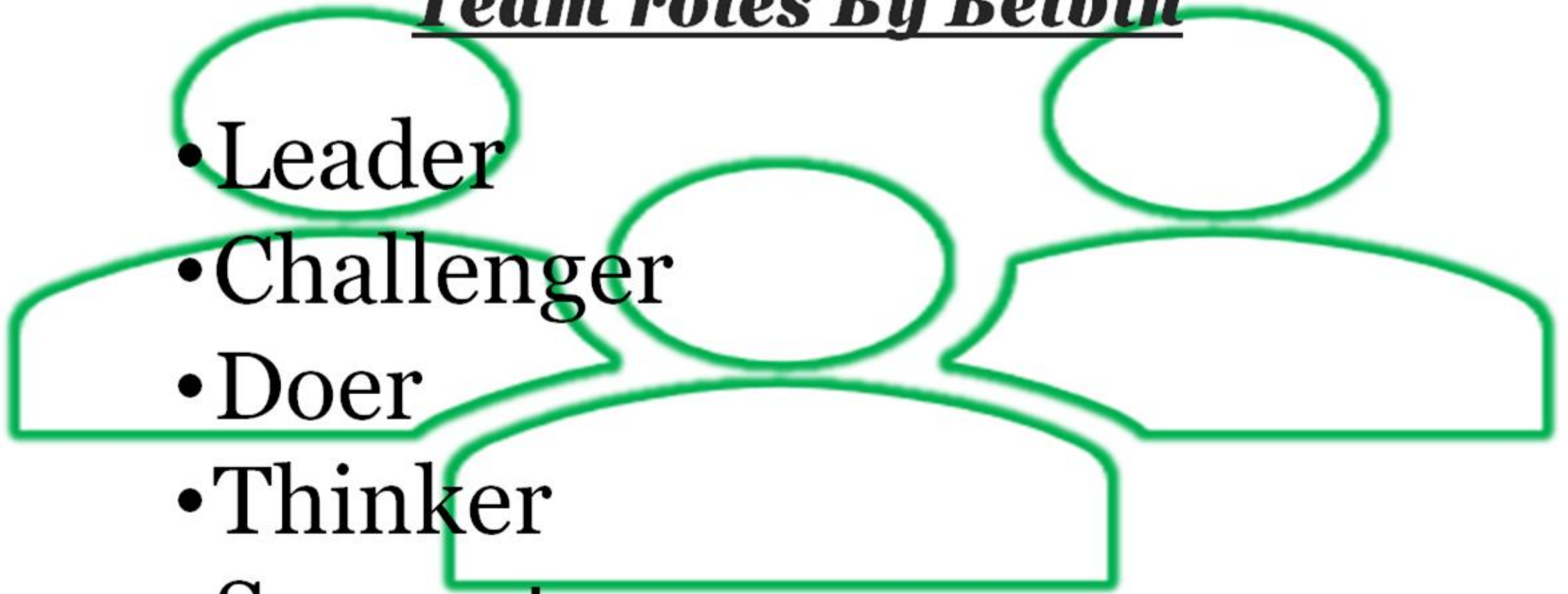
- Clashes and Conflicts
- Time consuming
- Lazy members
- Authority seekers
- Selfishness
- smallbusiness.chron.com (January 25, 2019)

Stages of team development

- Forming- In this first stage, the team members will meet and get to know each other. Team leaders need to discover the skills and strengths of each member to know what task suits each.
- Storming- In this stage of development, conflicts, criticism and tension usually occur between team members
- Norming- This stage is about collaboration and cooperation. Already every member of the team knows what to do
- Performing- At this stage team members focus on achieving goals
- Adjourning- At this stage, usually the team disbands, either they have already finished the project successfully or because of poor performance

Team roles By Belbin

- Leader
- Challenger
- Doer
- Thinker
- Supporter



Managing conflict

- Kenneth Thomas and Ralph Kilmann (1970) model
- K. Thomas and R. Kilmann came with model of conflict describing the conflict as the condition in which people concerns are incomparables
- T. Kilmann came with two dimensions when choosing a course of action in a conflict situation, these are assertiveness and cooperativeness.
- Cooperation and concern for self or assertiveness

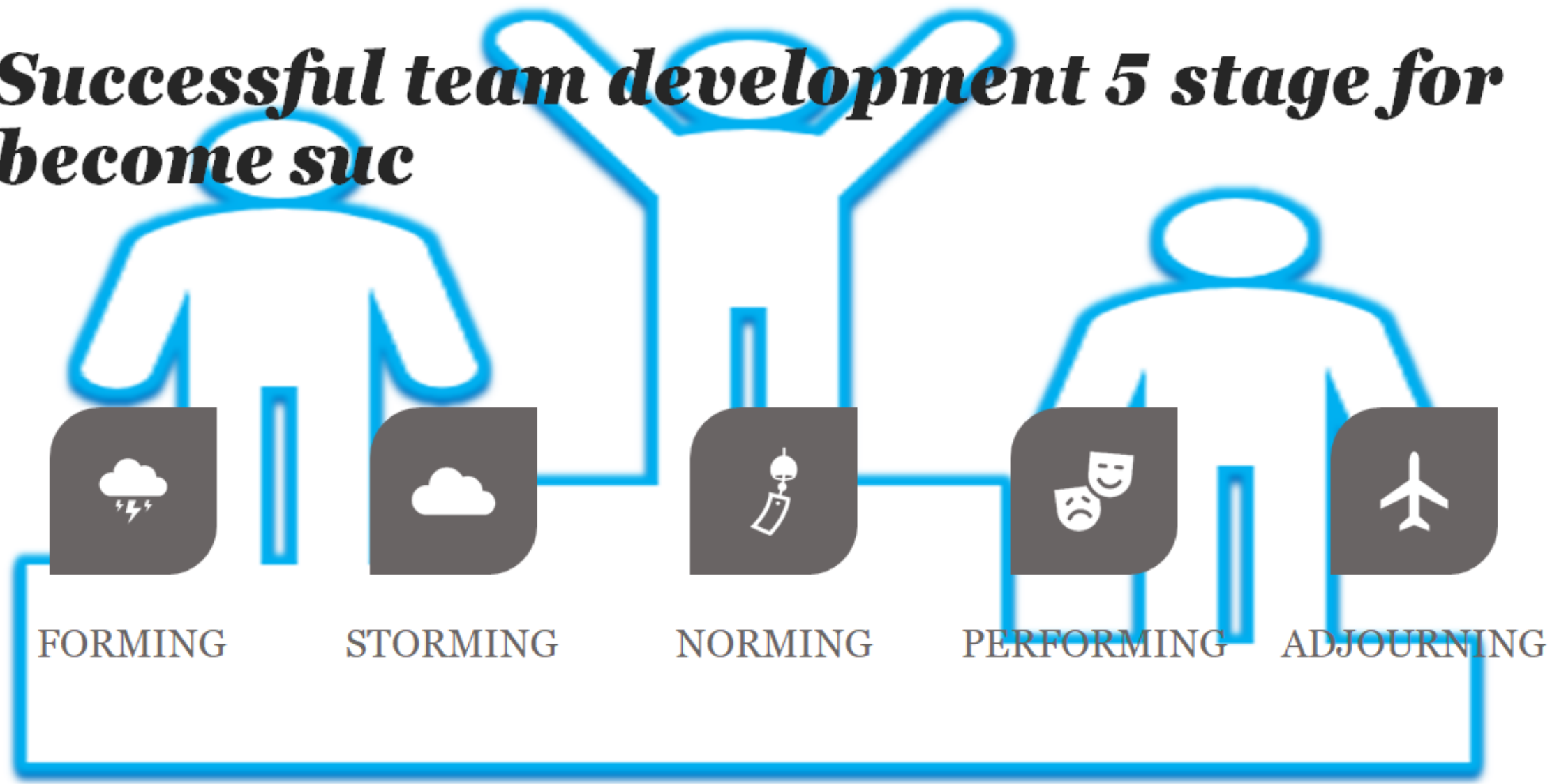
The strategies for conflict resolution

- Collaboration
- Compromise
- Competition
- Accommodating
- Avoidance
- Certain

The way or strategies to resolve conflict

- Understand the situation
- Acknowledge the problem
- Be patient and take your time
- Avoid using coercion and intimidation
- Focus on the problem
- Establish guidance
- Keep the communication open
- Act decisively

Successful team development 5 stage for become suc



Q&A

Speaker notes

Ticu

- In life we all know that life comes with amazing things alongside with some disadvantaged with it. Here we have some advantages and disadvantages of team working.
- We must all know that 'Two heads are better than one'. This is because bringing range of different idea that can benefit the team. If one has an idea another member of the team can help him develop that idea to make it better.
- When spending a lot of time with members of the team, you start developing a bond. This bond can be very helpful to ensure trust likewise to help each other by supporting them.
- Likewise, by having someone by your side to help you out and help you see your full potential.
- However, with all the goodness come with something bad, for example there could be clashes and conflicts between the members of the team. These could bring a down draw to the potential of the team.
- Some people, no matter how much time you and effort you put to help a person, sometime that person does not want any help from anyone. This sort of people can consume a lot of time.
- We all know that everyone wants to be the so called 'Leader/Boss'. While working as a team everyone seeks to be the best and to be the best means to be the leader. If members of the team seek to the Leader it can create a lot of problems.

Speaker notes

Georgiana

- Forming- At this stage the team leader focuses more on the people and not the work. As the group begins to become familiar, roles and responsibilities will begin to form.
- Storming- To successfully pass this stage, the team leader must succeed in coaching his team efficiently. It is a critical stage in which some teams fall apart. Those who manage to move forward mean that they have understood and accepted what tasks and responsibilities they have to fulfil, they have accepted and successfully passed this stage.
- Norming- People know each other better, socialize together and develop a stronger commitment to the team's goal and begin to see good results.
- Performing- It is easy to be part of the team at this stage, including for the leader but also for the members, because everyone is their own master, does things well and brings performance to the team.
- Adjourning- Many teams will reach this stage. For example, project teams exist only for a certain period, and even permanent teams can be disbanded through organizational restructuring. This stage is often sad because team members have become closer, have become friends and feel a loss when their experience concluded.

Speaking notes

Elena

- Team role
- Team workers are the people who ensure the team remains united. They work toward resolving conflict or issues affecting the team's dynamics. Team workers are very supportive of other team members and are thus popular within the team. Team workers are known to be non-committal during decision making because they don't want to be seen as taking sides: they put team cohesion ahead of their decision-making abilities.
- This team-oriented member is concerned about how others in the team are managing. Team Workers have sensitive, outgoing personalities and are happy to listen and act as the team counsellor.
- Team Workers are usually popular members of the team, able to effectively negotiate and work towards the good of the group. Team Workers can, however, be indecisive in group decisions – torn between the welfare of members and the ability of the team to deliver
- It is perfectly possible for people to adapt to different team roles at different times. Although you may recognise your personality type in the descriptions above you will almost certainly adopt different roles in different scenarios. Team roles often become more prevalent when a team or group has had time to reach maturity and develop cohesiveness
- This can be a difficult time for people, as they begin to explore how to behave within the group. There is a great deal of individual exploration, with members of the group getting to know each other and discovering common interests. For some less outgoing members, this can be a very intimidating experience
- The role of the group leader during this opening stage is to encourage group members to find common ground, for the individual group members to relax and feel more confident. There is a need to ensure that a balance is achieved between the more extrovert and the more introvert members of the group. The leader should aim for each individual member to feel that they have an equal status within the group
- Once group members begin to feel that they know one another and common ground has been established, the aims of the group need to be agreed. The leader must focus the members on the aims and goals of the group. The norms of the group will begin to evolve at this stage, which is further characterised by the group's dependence on the group leader, who needs to establish the group's confidence and respect.
- Developing group cohesiveness is very important at this stage. Cohesiveness evolves as bonds within the group emerge and members begin to feel they belong. At this stage, there may be fears of 'not belonging' or not 'fitting in'. In order to facilitate group cohesiveness and bonding, the group leader may try to prevent the group from forming sub-groups. Sub-groups may, however, already be formed if some of the members of the group are acquainted

Speaking notes

Andreea

- I will start to try to define the conflict: The conflict resolution is to resolve an issue or problem between two or more people. The Thomas Kilmann models identifies two dimensions when choosing a course of action in a conflict situation, these are assertiveness and cooperativeness. Assertiveness is about when you try to satisfy your own needs. Cooperativeness is about when you try to satisfy the other person's conflict. In this stage we have five models of conflict:
- AVOIDING : is about sidestepping the conflict.
- ACCOMMODATING: trying to satisfy the other person's concerns.
- COMPROMISING: trying to find an acceptable settlement.
- COMPETING: try to satisfy your concerns at the expense of the other.
- COLLABORATING : trying to find a win –win solution.