

A top-down view of a team huddle. Several people are gathered around a central point, with their hands stacked on top of each other. The image is dimly lit, with a focus on the hands and the lower parts of the team members' bodies. The background is a dark, textured floor.

Meet our Team

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BMSW4009
Effective Teamwork and
Communication
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What make a Successful Team?



**Effective Team
Work and
Communication**

- How to build effective relationships within a team



Effective Team Work and Communication



- How to build effective relationships within a team



- Key components to makes a successful team

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**Effective Team
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Strategy



- How to build effective relationships within a team



- Key components to makes a successful team

Effective Team Work and Communication

Strategy

Collaboration



- How to build effective relationships within a team

- Key components to makes a successful team

Effective Team Work and Communication

Strategy

Collaboration

Success

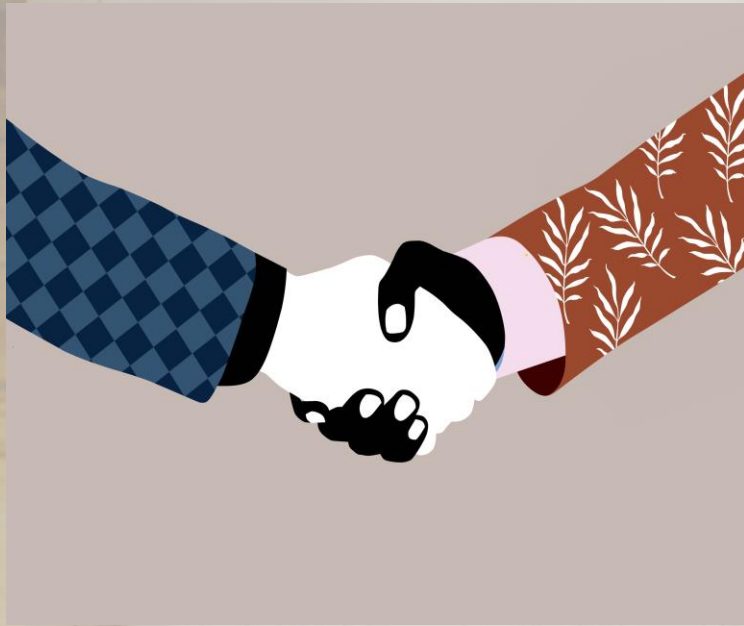


What makes a successful team when considering the theories of Tuckman, Thomas Kilmann and Belbin

- Communication
- Trust
- Clear goals
- Adaptability
- Assigned roles
- Guidance
- Diversity
- Accountability
- Strategy
- Improved productivity
- Creating a culture of respect
- Leadership
- Collaboration
- Growth
- Team dynamics
- Celebrate Success
- Apollo Syndrome

Bruce Tuckman's Model (1965)

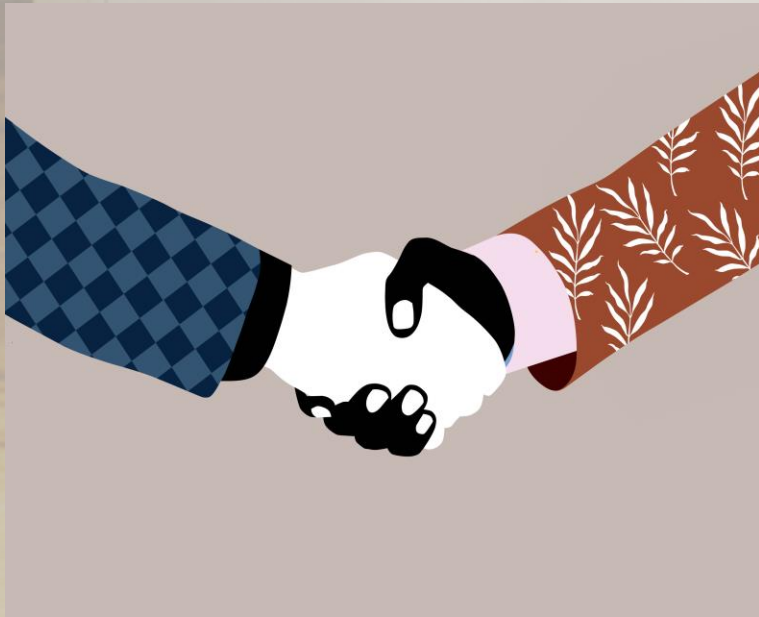
How to apply in a teamwork?



FORMING

Bruce Tuckman's Model (1965)

How to apply in a teamwork?



FORMING



STORMING

Bruce Tuckman's Model (1965)

How to apply in a teamwork?



FORMING



STORMING



NORMING



PERFORMING



PERFORMING



ADJOURNING

Combine Theories to Build Strong Team Relationships

- Tuckman : Sets expectations for relational growth.
- Belbin : Define roles and recognises strengths.
- Thomas Kilmann : Provides conflict response strategies.
- Apollo Syndrome : Warns against ego driven competition

Applying the theories mentioned above, it can be determined that:

- Team members understand each other's communication styles.
- Respect emerges for different abilities.
- Conflict becomes constructive rather than destructive.
- Ego is balance with empathy.
- The team bonds through collaboration rather than competition.

Example1: PERFORMER - This type of member know where to go, and what to do, and is really pushing. He takes full responsibility for his job.

Example 2 : THE HIGHLY EFFECTIVE DOER - This has immense willingness to work, learn and improve, with correct guidance and training this will be a future performer.



Example 3 : LESS EFFECTIVE DOER - This is somewhat willing to help. However, his contribution is not making much difference to the overall result.



Example 4 : THE POTENTIAL TRAVEL SOURCE (PTS) - This goes up and down and alternates between helping and destroying. His influence makes work harder and without going too far, there is a Suppressive Person (SP) which is usually trying to destroy the operation and often trying to hide his deeds using a "nice" social mask.

CONCLUSION

- Strong relationships grow through stages of trust and cohesion (**Tuckman**).
- Valuing and aligning individual strengths fosters mutual respect (**Belbin**).
- Managing conflict constructively strengthens understanding and collaboration (**Thomas Kilmann**).
- Avoiding ego driven competition encourages collective success over individual superiority (**Apollo Syndrome**).

When these ideas are applied together, teams become more empathetic, resilient, cooperative, and high performing.

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AI STATEMENT

I confirm that this assignment was completed entirely by me without the use of artificial intelligence (AI) tools. All research, analysis, and writing were conducted independently, and I have ensured the work reflects my own understanding and effort.

