



EFFECTIVE TEAM WORKING

BMSW4002

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 - Benefit of team working
 - Stages of team development
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 - Team Roles
 - Managing Conflict
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 - Successful team development

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CONTENTS



- ☐ Introduction
- ☐ Benefits of team working
- ☐ Stages of team development
- ☐ Team roles
- ☐ Managing conflict
- ☐ Successful team development
- ☐ Conclusion
- ☐ Reference

INTRODUCTION



- ❑ A team is two or more people working together in order to achieve a common mission or goal.
- ❑ Teams have become an important and common practice in the corporate world today.
- ❑ Working in a team has a higher probability of increased productivity and motivation (Bolman and Deal, 1992).



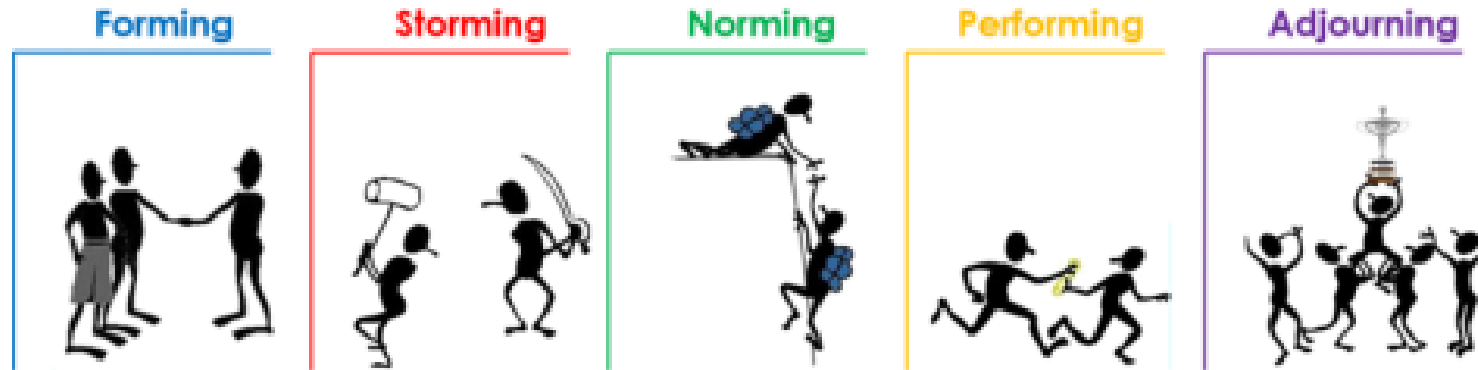
BENEFITS OF TEAM WORKING



- ☐ High level of creativity and innovation.
- ☐ Sharing of knowledge and expertise.
- ☐ Creation of a healthy and friendly work environment.
- ☐ Improves productivity and motivation for better results.
- ☐ Improved effectiveness in decisions made.

(7 Advantages of Teamwork – Loop Email blog, 2021)

STAGES OF TEAM DEVELOPMENT



❑ FORMING

This is the first stage where team members meet.

Interactions are social and members introduce themselves.

❑ STORMING

Exchange of ideas and identification of different personalities.

Competition and conflicts are commonly seen.

❑ NORMING

Team members arrive to unity after resolving all conflicts.

❑ PERFORMING

Team is focused on meeting team objectives through proper problem solving.

❑ ADJOURNING

Final stage where all the goals of the team are accomplished.

(Scully, 2021)

(Kamm and Nurick, 1993)



TEAM ROLES

Human behaviour in team performance is
total roles played by the member

Members in a team play 9 categories role

Each member in general carries out 2/3
roles

It's not obvious every role should be carried
out simultaneously

- **Resource Investigator**

Exuberant and outgoing .Explores opportunities and maintains contacts.

- **Team worker**

Collaborative, astute, and friendly. Listens to others and prevents conflict.

- **Co-Ordinator**

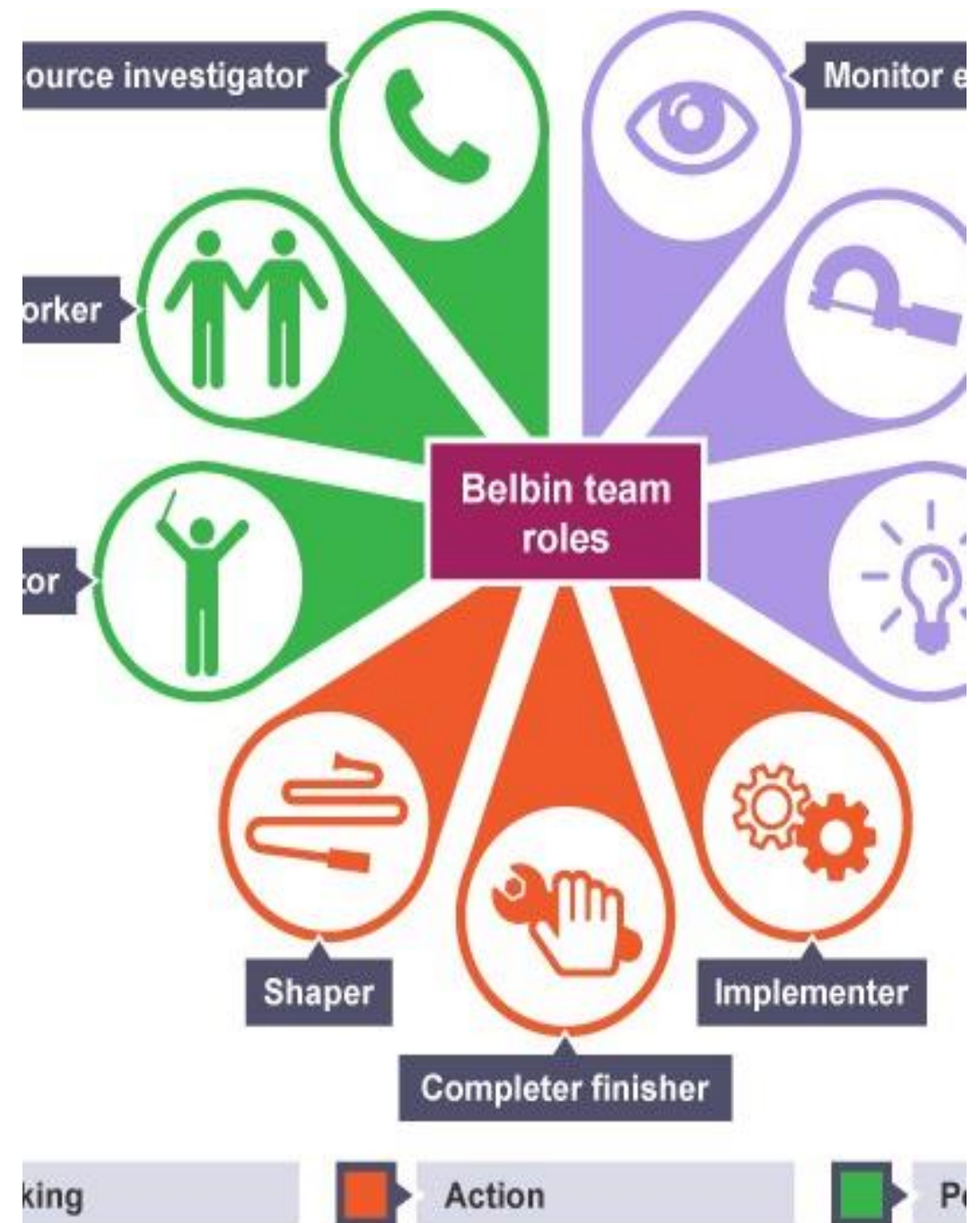
Mature, personality, and capable of recognizing talent. Clarifies objectives.

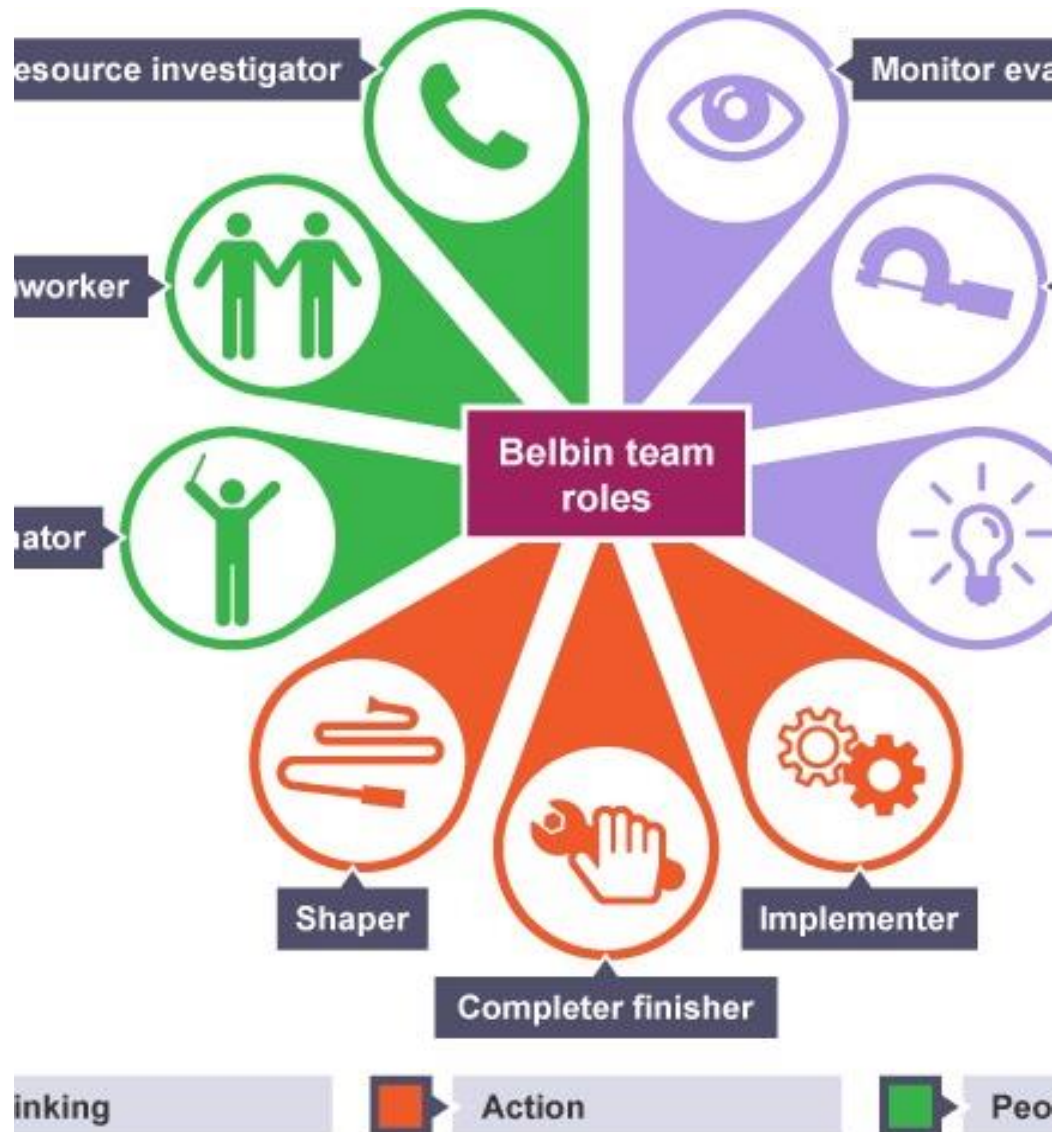
- **Plant**

. By being inventive, imaginative, and free-thinking, he develops solutions and solves difficult problems.

- **Monitor Evaluator**

Sober, calculated, and astute. Considers all possibilities and makes accurate decisions.





- **Shaper:**

It does well under extreme stress and creates challenges. Has the courage and dedication to overcome obstacles

- **Implementer**

Practical, stable, and efficient. Transforms thoughts into practice and organizes the work that must be done.

- **Completer Finisher**

Nervous, alert, and careful. Errors are investigated. Polishes and perfects

- **Specialist:**

Dedicated, self-motivated, and focused. They have specialized knowledge and skills.

(Belbin, R.)

MANAGING CONFLICT



Competition :This conflict style should be assertive and unwillingness to cooperate.



Collaboration: This one should be assertive, and cooperative based on mutual understanding.



Compromise: No party receives as of their desire, but each party is moderately cooperative and assertive.



Avoidance :This withdrawal from of conflict style arises from unassertive and uncooperative mood of dealing.



Accommodation: When one party is cooperative but unassertive this style exists.

(Thomas, K. W., and Kilmann, R. H.1974)

SUCCESSFUL TEAM DEVELOPMENT

- Transparent information flow: The more information they receive, the more effective decision they can make
- Idea sharing: To extract knowledge to ensure there is no gap before making decision.
- Trust development: Continuous effort to foster the trust of the employees.
- Socializing: Have time outside the office place, working hour to have fun, quality time



SUCCESSFUL TEAM DEVELOPMENT

- Communication and interpersonal skills
- Competence and dedication in the areas of problem-solving and mission completion
- Conflict-resolution abilities
- Learning and development are happening for both individuals and team

(Marquardt,M. Seng,C.and Goodson,H. 2010.)



CONCLUSION

- ❑ Teamwork plays crucial role in achieving common goal utilizing complementary skills, knowledge experiences, techniques.
- ❑ Leaders should give priority in successful team development and conflict management.
- ❑ Leadership styles have important role effective development to ensure organizational success (Maund,2017).

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THANK YOU !



Any Question?