

EFFECTIVE TEAM WORKING

CertHE Skills for the Workplace (Weekend study)

Module code: BMSW4002

Lecturer: Soban Sadiq



GROUP MEMBERS

Artiola Stana - Benefits of team working

Ayten Tair - Tuckman's models of team development

Shenay Ulanova - Belbin's team roles

Md Ashiqur Rahman - Thomas and Kilmann's Managing conflict

Lika Keinasvili - Successful team development



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BY LIKA KEINASVILI



What is the
Teamwork



Definition

- Teamwork is an activity where people work in groups to be successful and achieve the same goals.
- Group members must work together and cooperation between them must be perfect, that means people will provide their abilities as individual, and they will try to cooperate.



- BENEFITS OF TEAM WORKING:

By Artiola Stana

- Enhances the production of ideas
- Boost creativity
- Widen your perspectives
- Task sharing
- Accentuates strengths



HAPPY
ENVIRONMENT



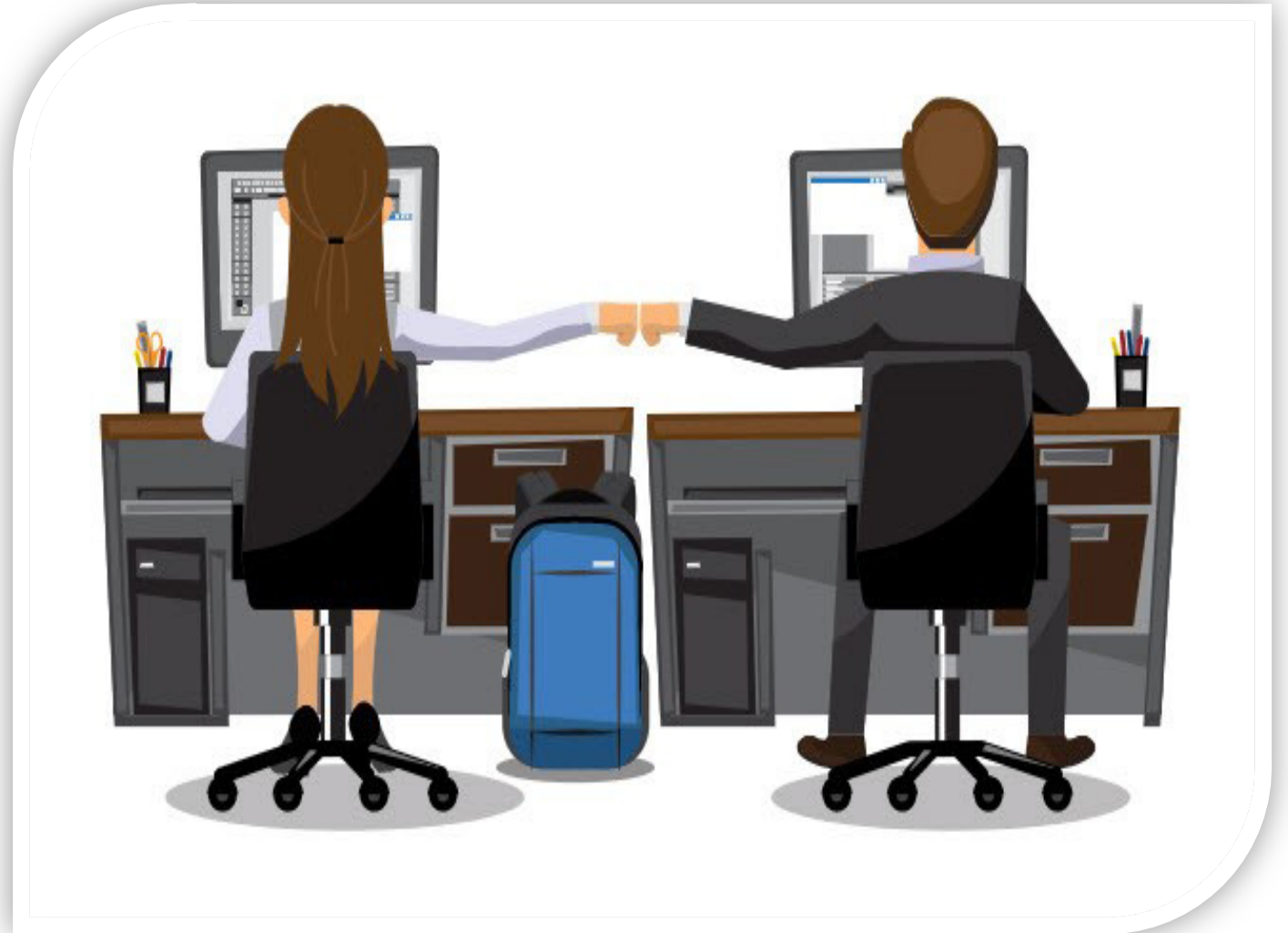
INCREASES
OUTPUT



PROBLEM
SOLVING



CLIENT
SATISFACTION



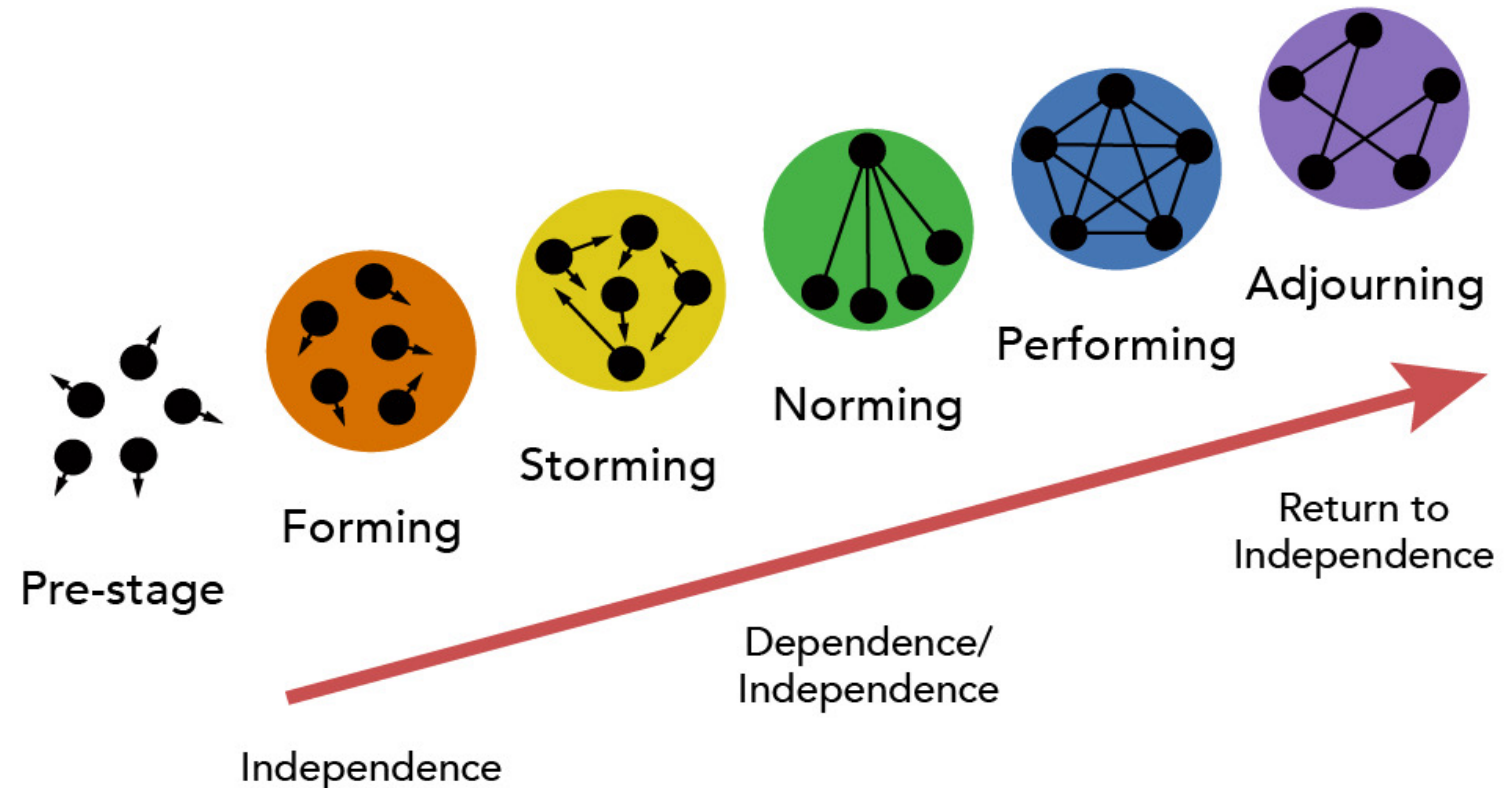
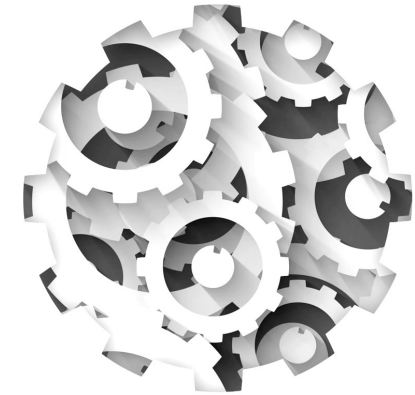
SUCCESS



TUCKMAN'S MODELS OF TEAM DEVELOPMENT

BY AYTEN TAIR

- First Model - *Forming*.
- Second Model - *Storming*.
- Third Model - *Norming*.
- Forth Model - *Performing*.
- Fifth Model - *Adjourning*.





FORMING MODEL



PERIOD OF
ORIENTATION



LEADER ?



ASKING
QUESTIONS



STORMING MODEL

NORMING MODEL

- Consensus develops
- Individual member's rules
- Degree of unity emerges



PERFORMING MODEL





ADJOURNING/ENDING MODEL

Belbin team roles

By Shenay Ulanova

As a result of the research of Meredith Belbin, describe nine roles that are commonly seen in teams at work, demonstrate the purposes which identify personal ability and weaknesses in the workplace.



[Photo link](#)

Action team roles

Implementer-

Coordinates and transforms ideas into action.



Shaper - Keeps the team moving and focused them on track.



Completer finisher-

Makes sure everything is going properly.



Thinking roles



Plant - A high degree of creativity and problem solver.



Specialist- inspires the team with deep expertise.



Monitor evaluator- Analyzes the situation logically assesses the necessary.

Social oriented



Resource Investigator- seeks for a new ideas outside ,
Optimistic person.



Team worker – main role in the work, abstain
from conflict .



Coordinator- Worked with team members to define the
team's objectives with good communications skills.

CAUSES OF CONFLICTS

BY ASHIQUR

Different cultural background

Gender

Age

Difference in opinions and ideas

Different goals and interests

Misunderstanding (miscommunications)

Verbal and non-verbal

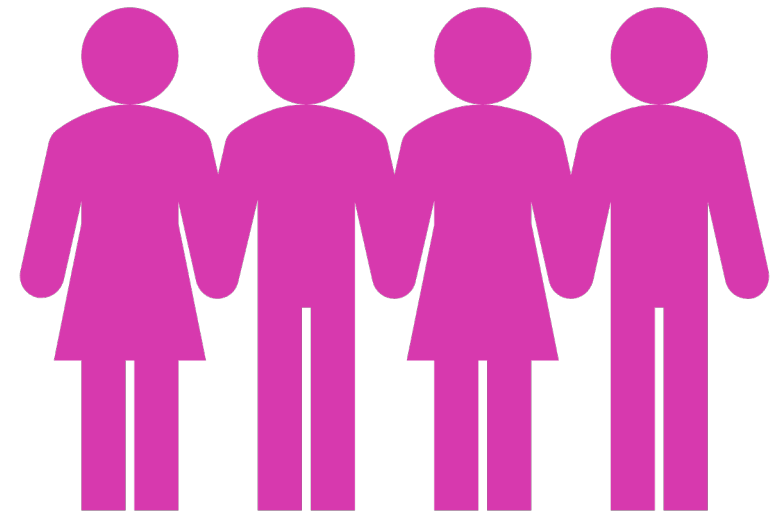
EFFECTS

Conflicts can cause a decrease in:

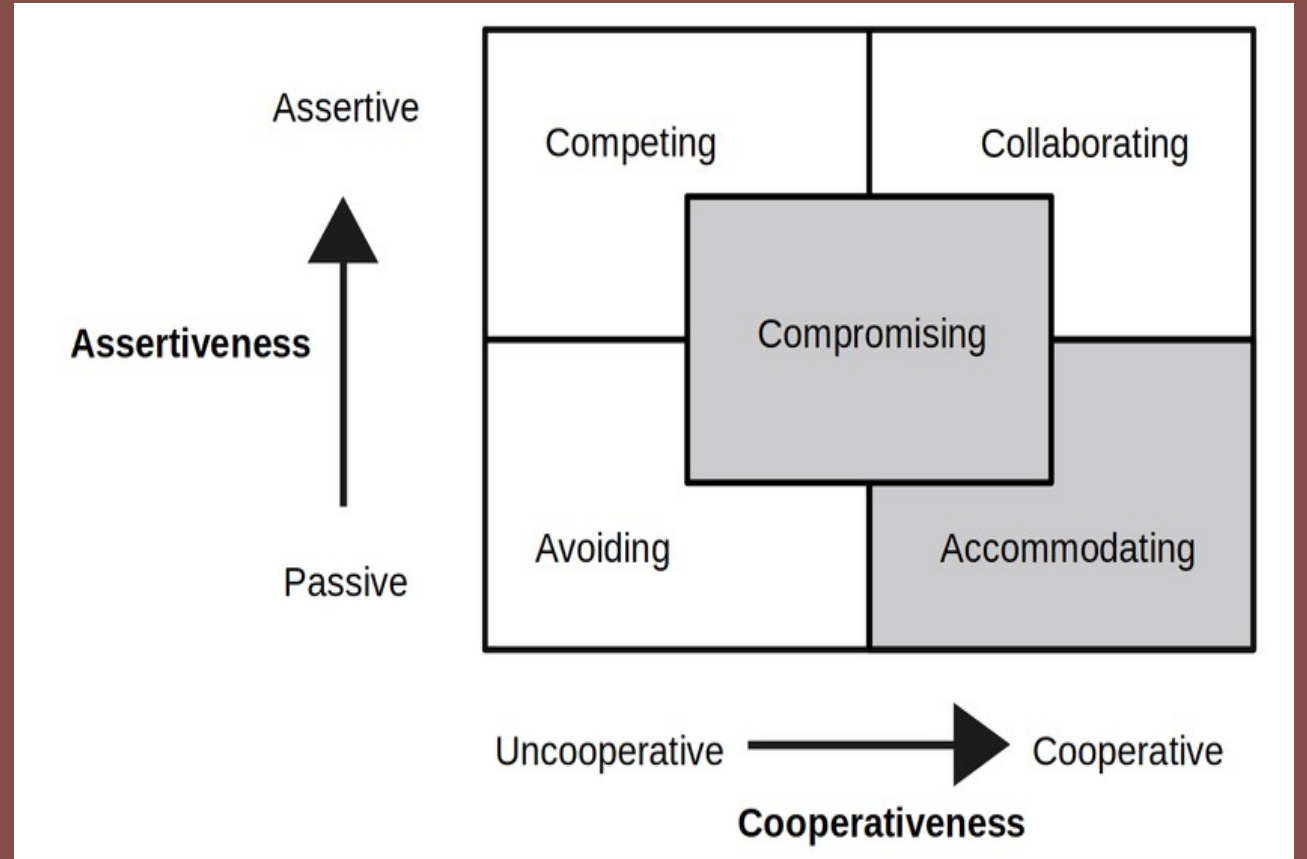
- Morals
- Productivity

And can cause

- Project failure
- Absenteeism



SOLUTION: THOMAS KILMANN INSTRUMENT (TKI)



SUCCESSFUL TEAM DEVELOPMENT

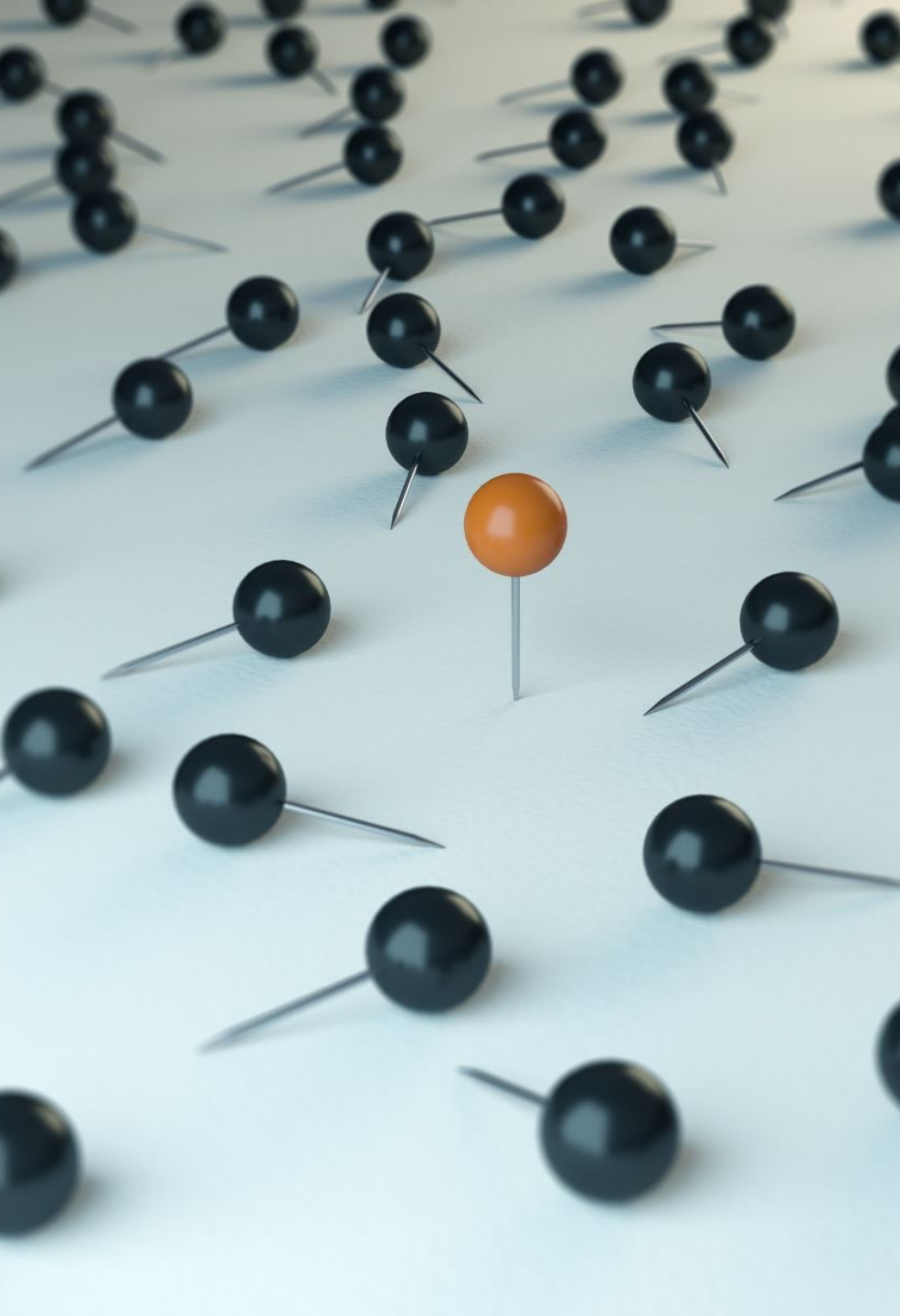
BY LIKA KEINASVILI

UNDERSTAND	UNDERSTAND RESPONSIBILITIES
COVER	COVER THE BELBIN ROLES
HAVE	HAVE COMMON GOALS
DEAL	DEAL WITH CHANGE
DEAL	DEAL WITH CONFLICT



SUCCESSFUL TEAM DEVELOPMENT

- Share information
- Share ideas
- Develop trust
- Adapt
- Socialise



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