

**Paletrante**

Carla id 2009723

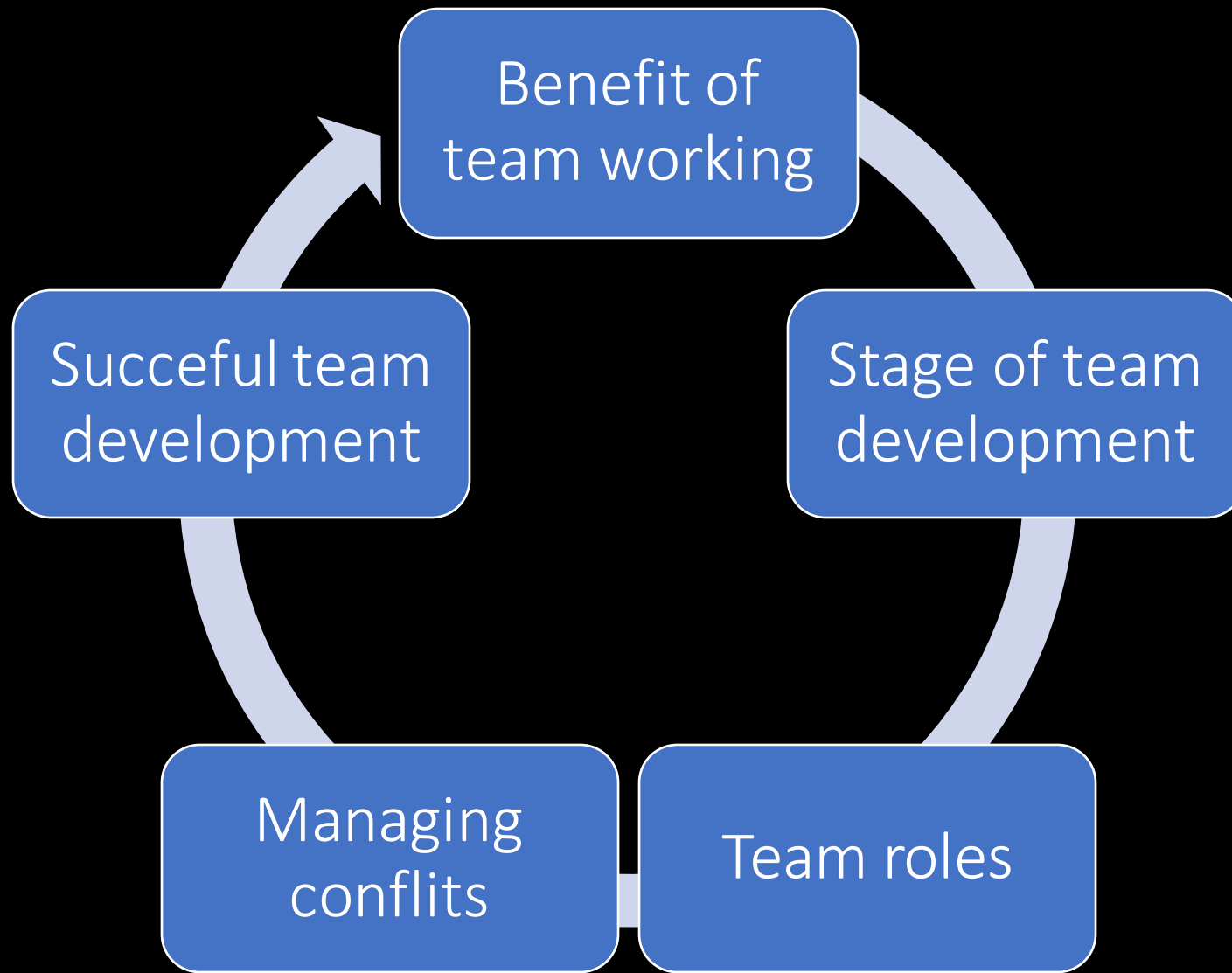
**ASSIGNMENT  
ACADEMIC SKILLS  
BMSW4002**

**TEAM**

**Lectures name**

Charles oham

# Overview



# My work team at my restaurant

A study was carried out about my restaurant where we work as a team. In this study, several topics were addressed, being they benefit of team working. stage of team development, team roles, managing conflicts and successful team development.



# Benefits of team working

## Solving a problem, several solutions

There are problems in the execution of a job, when that happens, you need to find a solution. Thus, when working in a team, it is not only easier to perform tasks and more to find different solutions for solving them.

# Benefits of team working

## **Specific skills for specific tasks**

It is true that not all tasks in a project can be performed by the same type of professional. Therefore, when you count on team help you can obtain better results in the different points required of these actions, so that you can reach the goals it is important that you know the strengths of each member of your team and, thus, perform the most difficult tasks appropriate for each of them.

# Benefits of team working

**A united team will never be defeated**

When working as a team, it is important to maintain unity among its members. always remember to create actions and strategies that can motivate the various professionals who are working on that company's action in a strong and agile way

# Benefits of team working

## **Guaranteed learning**

Within a group, when there is someone who is better at communicating, for example, does everyone who has difficulty expressing themselves learn what is the best way to carry out this action? Do not forget to encourage contact between the members of your team and to show everyone's skills and abilities

# Benefits of team working

## **A better working environment**

We must ensure a great working environment to ensure that all members are satisfied with their work to ensure good results and greater efficiency for their products and services than joint action.

# Stage of team development

5 stages



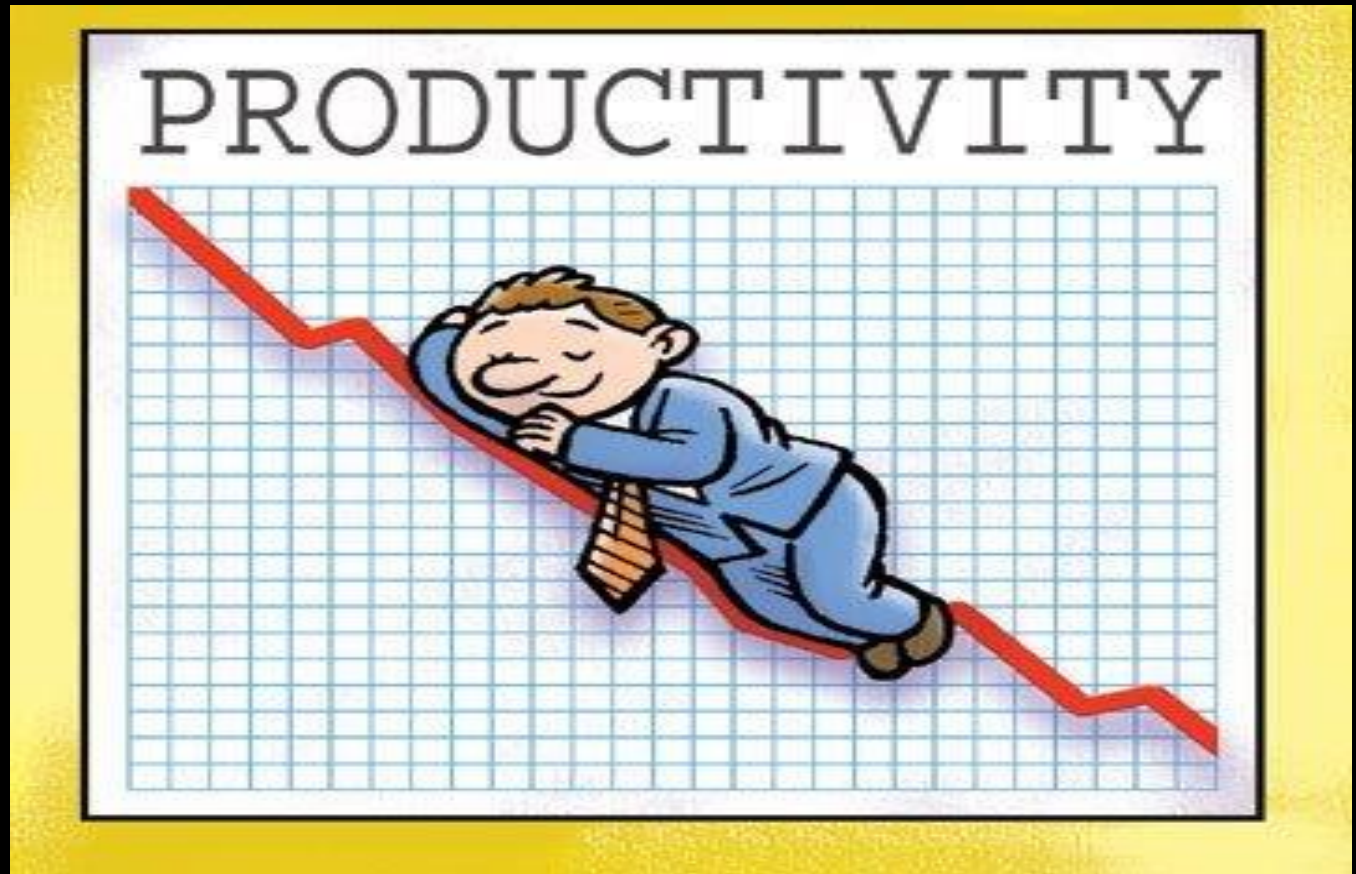
# Lack of Commitment

when only a few team members work while the rest wait to be compensated without doing anything



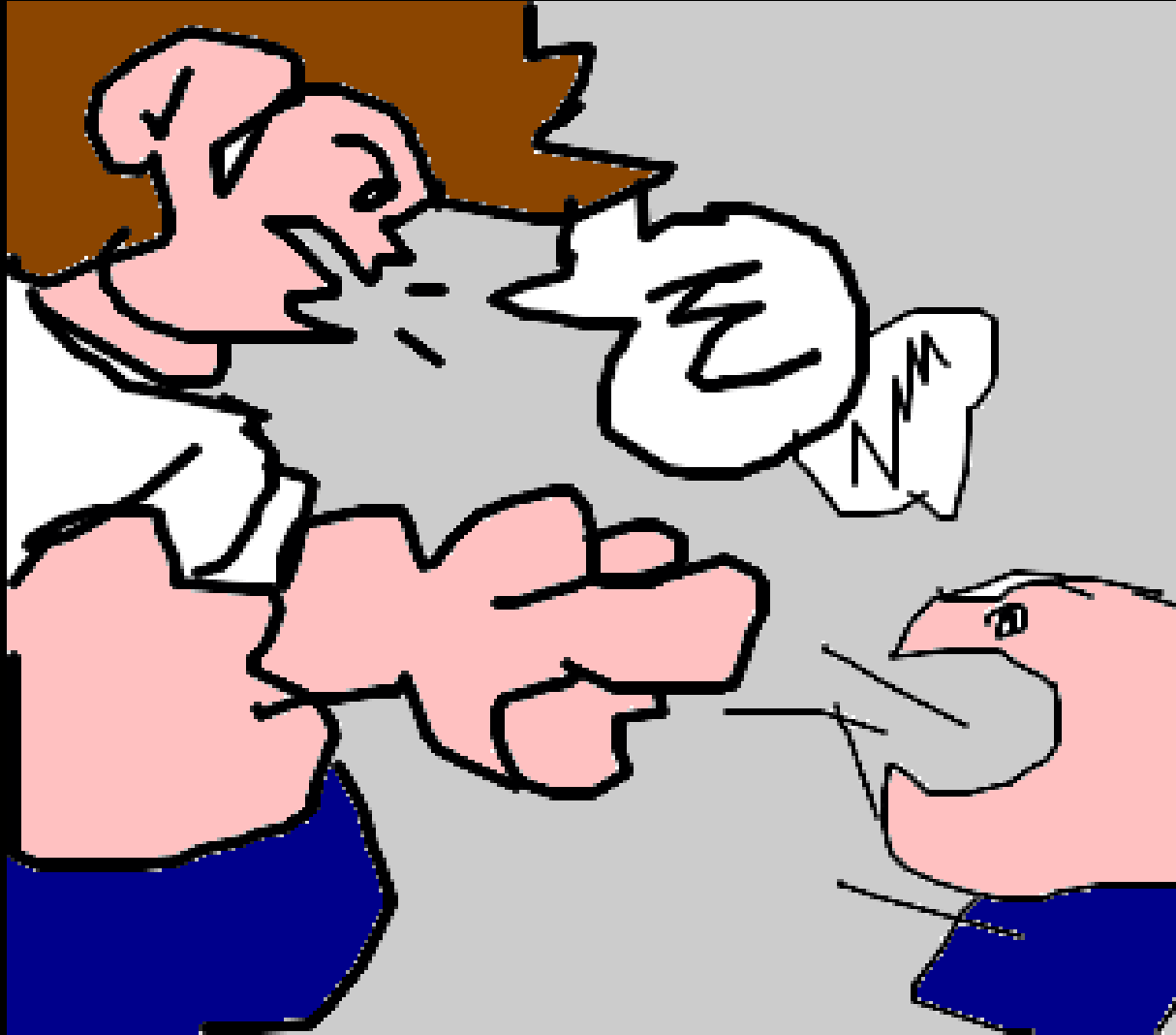
# Loss of Productivity

loss of productivity can be derived from delays in decision making, loss of time scheduling work, Organization and scheduling of work, Conflict about goals and who does what.



# Poor Communication

Is the lack of understanding and communication between the team



# Interpersonal Conflict

In a team there is always the one we get along with better than in a team there can be a conflict that can lead to confusion



# Team roles

## Belbin theory

Belbin is made up of 9 behavior groups named after team functions with their strengths and weaknesses which have been identified on the basis of personality. Being a model was used extensively in business to form teams.

# Team roles

## **Resource Investigator**

Strengths: Outgoing, enthusiastic that helps in the development of opportunities and contacts

Weaknesses Excessive optimism that can lead to loss of interest

## **Teamworker**

Strengths: Cooperative, insightful and diplomatic.

Weaknesses: indecisiveness can lead to failure by hesitating to take decisions

## **Co-ordinator**

Strengths: mature, confident, identifies talent. Clarifies objectives.

weaknesses: can be seen as manipulative

# Team roles

## **To plant**

Strengths: Creative, imaginative, free-thinking, has new ideas for solving difficult problems

Weaknesses ignoring accidents, worrying about communicating efficiently

## **Monitor Evaluator**

Strengths: Sober, strategic and demanding. Think in all conceptions before acting

Weaknesses sometimes lack the courage and the ability to help others without being overly critical

## **Specialist**

Strengths: Stubborn, self-taught and dedicated

Weaknesses: it tends to contribute in a narrow front and can bend in all the technical details.

# Team roles

## **Shaper**

Strengths: challenging, dynamic, works efficiently under pressure

Weaknesses can sometimes offend people's feelings.

## **Implementer**

Strengths: practical, reliable and efficient. Practice new ideas in actions

Weak points can be supercilious and slow to act when new possibilities arise.

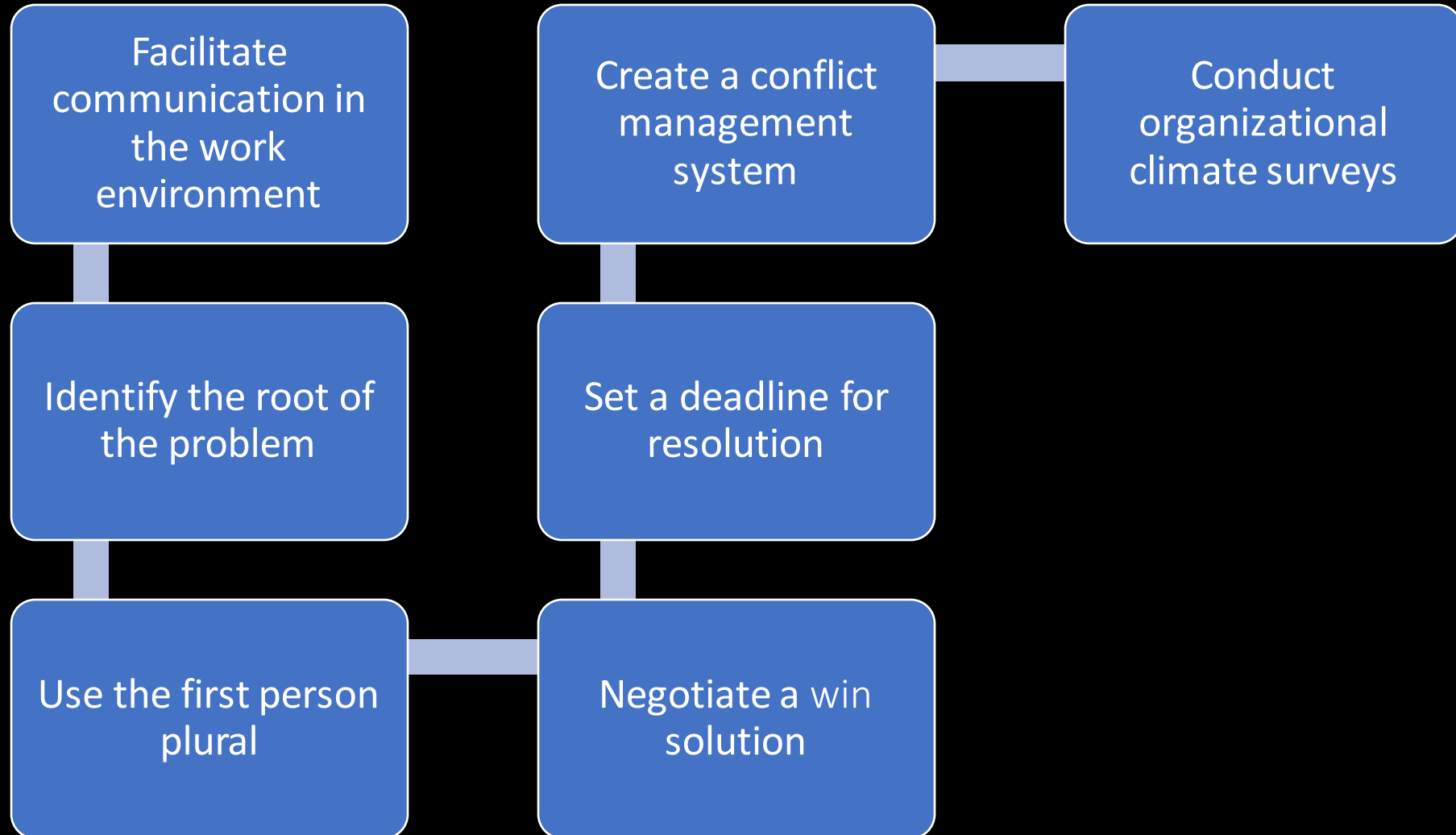
## **Completer / Finisher**

Strengths: scrupulous, anxious. Look for errors so you can polish and perfect.

Weaknesses: May be prone to worry unduly and reluctant to incubate

# Managing conflicts

strategy



# Conflict Resolution Tips

- 1 - If you omit it is worse. The leader of a team can never be omitted by internal conflict! ...
- 2 - Talk Separately with the People Involved. ...
- 3 - Keep the Dialogue Impartial. ...
- 4 - Exercise your Empathy. ...
- 5 - Don't Look for the Guilty. ...
- 6 - Give Corrective Feedback When Necessary.

# Succesful team development

## 10 steps to build a team strong

1. Understand and fulfill responsibilities.
- 2) Cover Belbin's functions As far as possible, the leader must ensure that the team covers the eight functions of the Belbin team.
- 3) Have common goals. All members share the same opinion and objective
4. deal with change be prepared for the worst
5. deal with conflict having a team work plan
- 6.Share information: communicate with the team all the information of a work plan
- 7.Share ideas Share innovations with the entire team
- 8.Build trust. This is the most important thing to keep a team focused on the goal
- 9.Adapt The leader must be able to adapt his style to suit the team's maturity
- 10.Socialize: Meeting and hanging out with colleagues outside of work

# References

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