



Prifysgol Cymru
Y Drindod Dewi Sant
University of Wales
Trinity Saint David



Dario Shehu(2017916)
Ahmed Abdelgawwad Atalla (2022999)
Diletta Chiara Franzone (2021160)
Daria Ilieva (2018257)

Lecturer: Lloyd Beharry

Group Presentation

SUMMARY

- BENEFITS OF TEAM WORKING
- STAGES OF TEAM DEVELOPMENT
- TEAM ROLE
- MANAGING CONFLICT
- SUCCESSFUL TEAM DEVELOPMENT
- REFERENCES





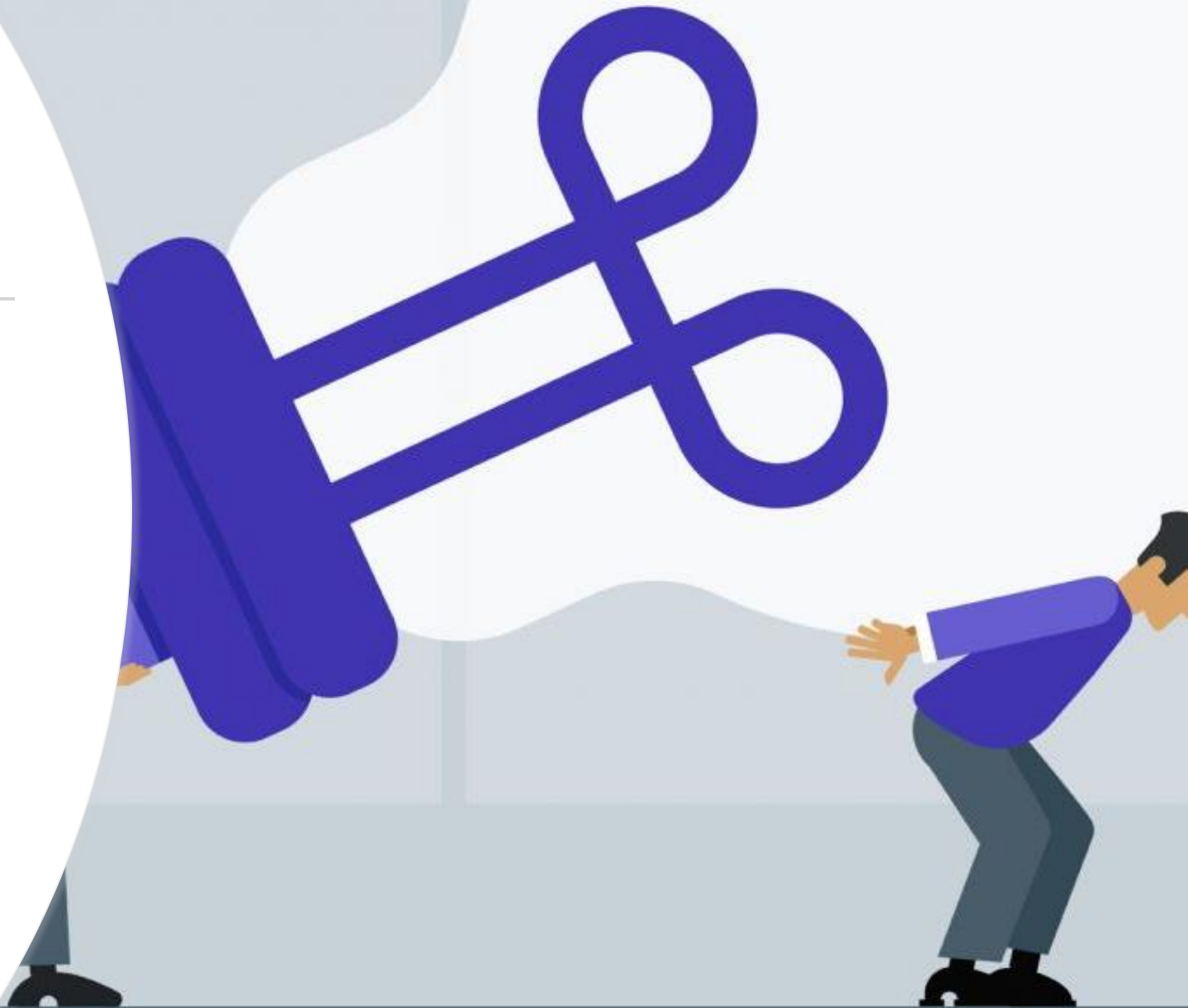
BENEFITS OF THE TEAM WORKING

Daria Ilieva 2018257

AMWO

Benefits of team working

- Effective teamwork is more beneficial to create efficient team management and thereby enhances productivity.
- The effective teamwork promotes the cultural diversities among the employees and it widens the scope for more innovation among the employees.
- The efficient teamwork enhances the employees to grow their interest towards the job and builds up the attachment of employees thereby enhances employee engagement.
- The effective teamwork enhances and benefits the organization to build an enhanced employee strength and it becomes easy to overcome barriers.



Stages of team development

- The Tuckman Stages of development is based on the four stages namely forming, storming, norming, performing.
- The main significance of this stage of development is that it highlights the sequential order that a team needs to follow so as to develop and overcome challenges.
- The Tuckman Stages of development mainly focuses on the stages through which a team might pass so as to develop its teamwork operations.
- The storming is the second phase of the development and is the most crucial phase as it involves building a sense of positiveness and eagerness among the employee





Dr Meredith Belbin

- Was born on June 4 in 1926.
- Is a British researcher best recognized for his groundbreaking work in the subject of team performance.
- With his thesis on Team Roles, he became recognized all over the world.
- Meredith Belbin developed Team Role theory in his landmark work, "Management Teams: Why They Succeed or Fail," published in 1981.
- Meredith released "Team Roles at Work" in 1993, which expanded on Team Role theory's practical applicability in the workplace.

Belbin Nine Team Roles

Action focussed team roles

- Shaper 
- Completer-Finisher 
- Implementer 

Thought focussed team roles

- Plant 
- Monitor-Evaluator 
- Specialist 

People focussed team roles

- Team Worker 
- Co-Ordinator 
- Resource Investigator 

MANAGING CONFLICT

AHMED ABDELGAWWAD
ATALLA 2022999



MANAGING CONFLICT

- What is Managing Conflict
- How Conflict Can Be Managed



WHAT IS MANAGING CONFLICT



When people come together in teams, their differences can create conflict.



This happens because we are dealing with people different from us.



To avoid these negative effects of conflict, action should be taken immediately.

HOW CAN CONFLICT BE MANAGED

Conflict can be managed by:

COMPETITION: it's okay to work competitively if you're in an emergency of getting the job done early.

Collaboration: when you and your team work together to finish the job that you have to do, but it will require a lot of trust with your team.

COMPROMISING: is where no one achieve their goals. It will be good if both parts have equally important goals.

HOW CAN CONFLICT BE MANAGED

Avoiding: it can be good if you avoid something not important, but it is a high risk when you avoid something important in a long term strategy.

Accomodation: is when you work with a high-degree. It can be effective if the high-degree is expert or have good solutions.

SUCCESSFUL TEAM DEVELOPMENT



LEADERSHIP

In an Organization or Business in general there are a lot of things to look in order to develop a successful team, first of all and most important is leadership.

When we look at leadership we know that is a skill that can be mastered by anyone, only with willingness and strong desire, and is the fundamental and key aspect in every area that requires team-work and communication.

As John C. Maxwell (Author of the book The 5 Levels of Leadership) always says “Leaders have never built anything by separating the people” we know that people come first.

We as human being should always use empathy in every field of our lives to understand and comprehend the behaviours and why people do what they do.

WHAT IS REQUIRED?

- UNDERSTANDING THE RESPONSABILITIES
- SHARE A VISION
- RELATIONSHIPS
- PRODUCTION
- LEADERSHIP
- TRAININGS
- RECOGNITION
- MOMENTUM



TRUST



KPI



K.P.I = Key performance indicator



You need to understand the statistics of the business and the production of the team.



Numbers



Understand its metrics



Quantify goals and objectives



Targeting

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<https://kilmanndiagnostics.com/overview-thomas-kilmann-conflict-mode-instrument-tki/>
- John C. Maxwell, (Books, The 5 levels of leadership)
- KPI (Youtube video, how to develop key performance indicators)