



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

Effective Team Working

Mona David (2111962)- team leader

Jagpreet Kaur (2112515)

Tyron Thomas (2112910)

Gabriela Gherasim (2110945)

Effective Team Working and Communication (BMSW4002_LON)

Lecturer - Saqib Shamim

*Trawsnewid Addysg; Trawsnewid Bywydau
Transforming Education; Transforming Lives*

29/04/2022



www.uwtsd.ac.uk

Outline

Jagpreet

Introduction

What teams do?

Benefits of teamworking in a breakfast club

Conclusion

Gabriela

Effective teamwork

Why is it important?

Team roles

Its importance in organizational development

Mona

Conflict definition

Causes that may lead to conflict

Conflict handling styles

4 steps to manage conflict

Successful team development

10 steps to make your team stronger



Introduction

"The practise of establishing a mutually beneficial relationship of individuals in order to accomplish a goal is referred to as teamworking"
(Schmutz, Meier and Manser, 2019)



What Teams Do?

- A team brings new ideas
- It aids to solve the problems
- It builds morale
-
- "A team is described as a combination of individuals who work together to achieve a specified goal or aim (Ji and Yan, 2020)

----- Benefits of teamwork in Breakfast Club

- Improved problem-solving abilities
- Potential for new ideas to be developed
- Enhanced development of one's own personality
- Reduced exhaustion
- Enhanced output
- Smarter risk taking

“Individuals become more open-minded when they connect with those who are different and realize that agreement would require effort.”

Deichmann and Jensen, 2017

Effective Teamwork

- Effective teamwork defines working together as a team effectively to reach a common goal.
- The team needs to have a clear direction.
- The members should communicate freely.
- Every member needs to have well-defined roles.



Why is it Important?

- Effective teamwork can solve more problems and can have better outcomes.
- Team members can take more risks if they are supported by other team members.
- More calculated risk can bring innovation to work.
- Team members can have personal growth within an effective team.
- Team members can have job satisfaction and teamwork can reduce mental stress.

Team Roles

- One team member should be the leader of the team.
- One of the other members should be the challenger of the team.
- Another team member should be the doer of the team.
- One of the other team members should be the thinker of the team.
- One member of the team should be a supporter of the team.



It's Importance in Organizational Development

- Every team member knows their job roles and it is important for organizational development.
- Every work can be completed within a given time.
- The team members can cooperate more effectively.
- The communication among the team members can be improved.

Conflict definition

According to Cambridge dictionary, conflict is a disagreement between people with opposing opinions or principles (<https://dictionary.cambridge.org/dictionary/english/conflict>).

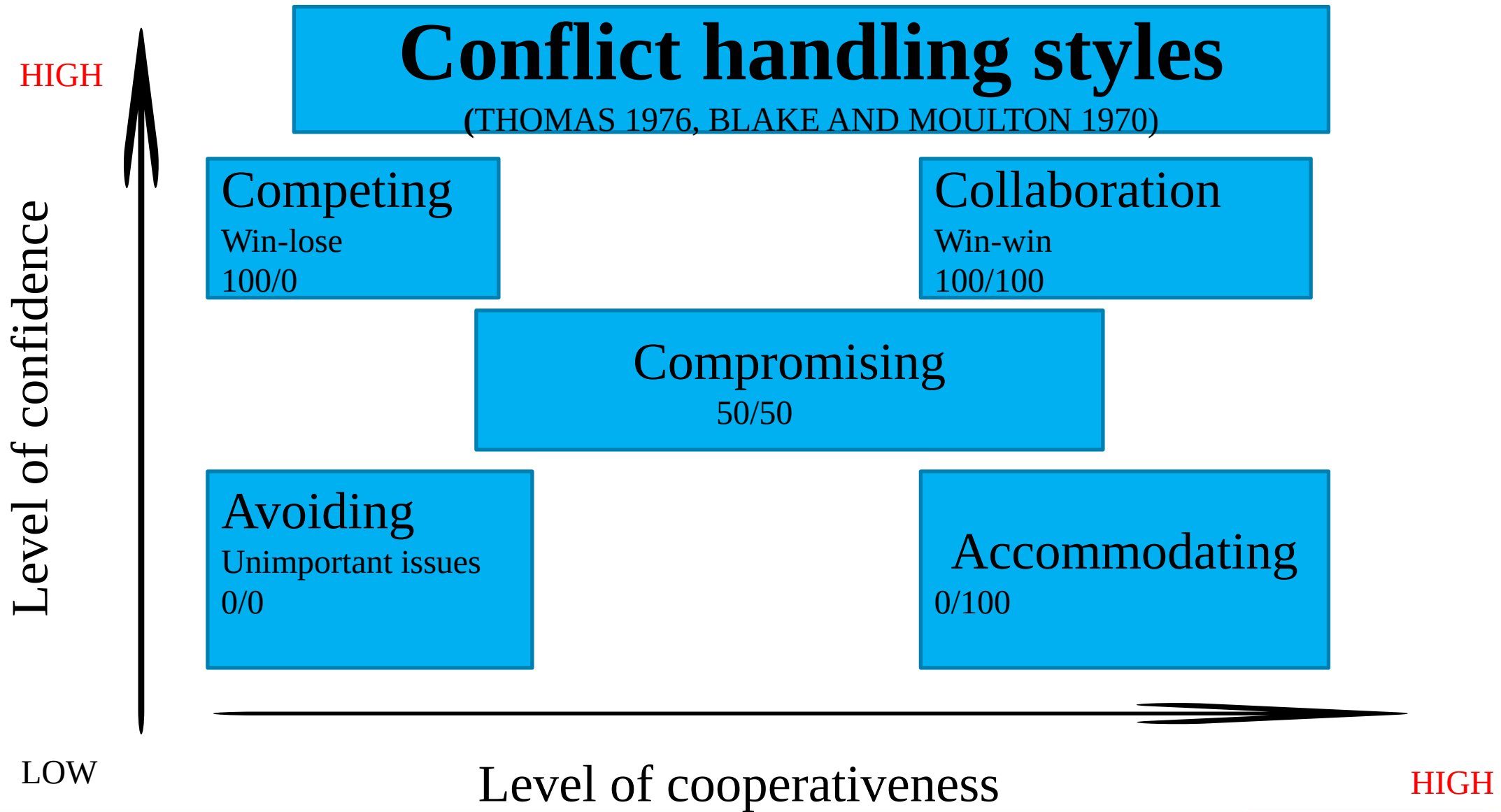
The conflict may arise in groups because of the differences between group members, differences in background, education, culture, religion and so on.

Causes that may lead to conflict

According to Varney, 1989 conflict causes divide in three main categories:

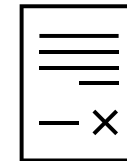
- **Communication factors**
- **Structural factors**
- **Personal factors**





4 steps to manage conflict

- Listen
- Acknowledge
- Respond
- Resolve differences



Successful team development

- Teamwork is essential for any organisation's success.
- Teamwork is difficult to maintain if communication is sporadic and the group interacts in an unpredictable manner.
- Learning to communicate effectively is not a simple one step process, it requires work and time.

10 steps to make your team stronger

1. **Make sure that everyone understands their responsibilities** – implementing SOP is one of the methods
2. **Cover the Belbin roles** – the team leader/manager has to make sure that he has in his team members with different skills to cover as much as possible all the roles needed to achieve success.
3. **Have common goals** – make sure that people are motivated and they all pull in the same direction
4. **Deal with change** – always be prepared for the worst; make sure that, if needed, one team member can be replaced by another.
5. **Deal with conflict** – as shown before :listen, acknowledge, respond, resolve.

10 steps to make your team stronger

6. **Share information** – make sure that your team understands what they are explained and they all confirm that they understood.
7. **Share ideas** – every team member should feel confident and open minded to present their ideas and to accept others.
8. **Develop trust** – everyone in your team should trust the other team members
9. **Adapt** – changes can appear anytime so you have to make sure that all the team members are ready to embrace it.
10. **Socialize** – it is a very good tool to know and understand each other.

Conclusion

Teamwork is becoming more significant in today's organisations like Breakfast Club, and it may create a competitive edge by enhancing employee happiness, creativity, and innovation if it is developed, managed, and executed properly.



References

Mona David

1. [Thomas, K. W., and Kilmann, R. H. *The Thomas-Kilmann Conflict Mode Instrument* \(Mountain View, CA: CPP, Inc., 1974\).](#)
2. <https://dictionary.cambridge.org/dictionary/english/conflict>, accessed on 12.04.2022
3. Belbin, R.M. (1981) *Management Teams – Why they Succeed or Fail: Oxford; Butterworth-Heinemann*

Gabriela Gherasim

1. Hersey, P. and Blanchard, K. H. (1969). *Management of Organizational Behavior – Utilizing Human Resources*. New Jersey/Prentice Hall
2. Fathi, M., Ghobakhloo, M. and Syberfeldt, A., 2019. An interpretive structural modeling of teamwork training in higher education. *Education Sciences*, 9(1), p.16. Available at: <https://www.mdpi.com/2227-7102/9/1/16/pdf>
3. Gander, F., Ruch, W., Platt, T., Hofmann, J. and Elmer, T., 2018. Current and ideal team roles: Relationships to job satisfaction and calling. *Translational Issues in Psychological Science*, 4(3), p.277. Available at: https://www.zora.uzh.ch/id/eprint/157171/1/ganderruchplathhofmann2018_teamrollen2_manuscript_final.pdf
4. Masadeh, A., 2018. Balance importance of different team roles and styles. In *Simpozion Științific Internațional al Tinerilor Cercetători* (pp. 121-126). Available at: https://ibn.idsi.md/sites/default/files/imag_file/121-126_14.pdf

References

- Deichmann, D. and Jensen, M. (2017). I can do that alone...or not? How idea generators juggle between the pros and cons of teamwork. *Strategic Management Journal*, 39(2), pp.458–475.
- Ji, H. and Yan, J. (2020). How Team Structure Can Enhance Performance: Team Longevity's Moderating Effect and Team Coordination's Mediating Effect. *Frontiers in Psychology*, 11(4), pp.1–10.
- Schmutz, J.B., Meier, L.L. and Manser, T. (2019). How effective is teamwork really? The relationship between teamwork and performance in healthcare teams: a systematic review and meta-analysis. *BMJ Open*, 9(9), p.e028280.