

Effective Team Working

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UWTSD, 2021

Outline of today's presentation

Benefits of team working

Stages of team development

Team roles and leadership roles





(Billett, 2003)

Here are six ways that teamwork benefits you in the workplace:

❖ Fosters Creativity and Learning

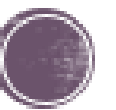
Example: Giving bonuses for valuable idea

❖ Blends Complementary Strengths

Example: Combining peoples different skills

❖ Builds Trust between members

Example: Using manager as someone to learn from





(Billett, 2003)

Here are six ways that teamwork benefits you in the workplace:

- ❖ Teaches Conflict Resolution Skills

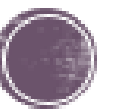
Example: Innovative ideas to solve problems

- ❖ Promotes a Wider Sense of Ownership

Example: Working towards a goal makes employees feel connected

- ❖ Encourages Healthy Risk-Taking

Example: An employee working by himself on a project



5 stages of team development

❖ **Forming**

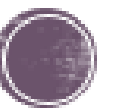


- ✓ Build goals
- ✓ Understand expectations
- ✓ Assess resources
- ✓ Leader drives

Disadvantages



(Cobb, 2012)



5 stages of team development

❖ **Forming**

❖ **Storming**



✓ Open to everyone

✓ Clarify goals

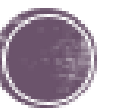
✓ Rise of difficult issues



(Cobb, 2012)

Disadvantages

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5 stages of team development

❖ **Forming**

❖ **Storming**

❖ **Norming**



- ✓ Build feedback
- ✓ Have open forums on tasks
- ✓ Create opportunities



(Cobb, 2012)

Disadvantages

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5 stages of team development

❖ **Forming**

❖ **Storming**

❖ **Norming**

❖ **Performing**

❖

✓ Focus on continuous improvement

✓ Assess results

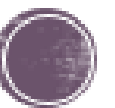
✓ Award wins



(Cobb, 2012)

Disadvantages

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5 stages of team development

❖ **Forming**

❖ **Storming**

❖ **Norming**

❖ **Performing**

❖ **Adjourning**

✓ Task competition

✓ Good feeling about achievements

✓ Recognition



(Cobb, 2012)

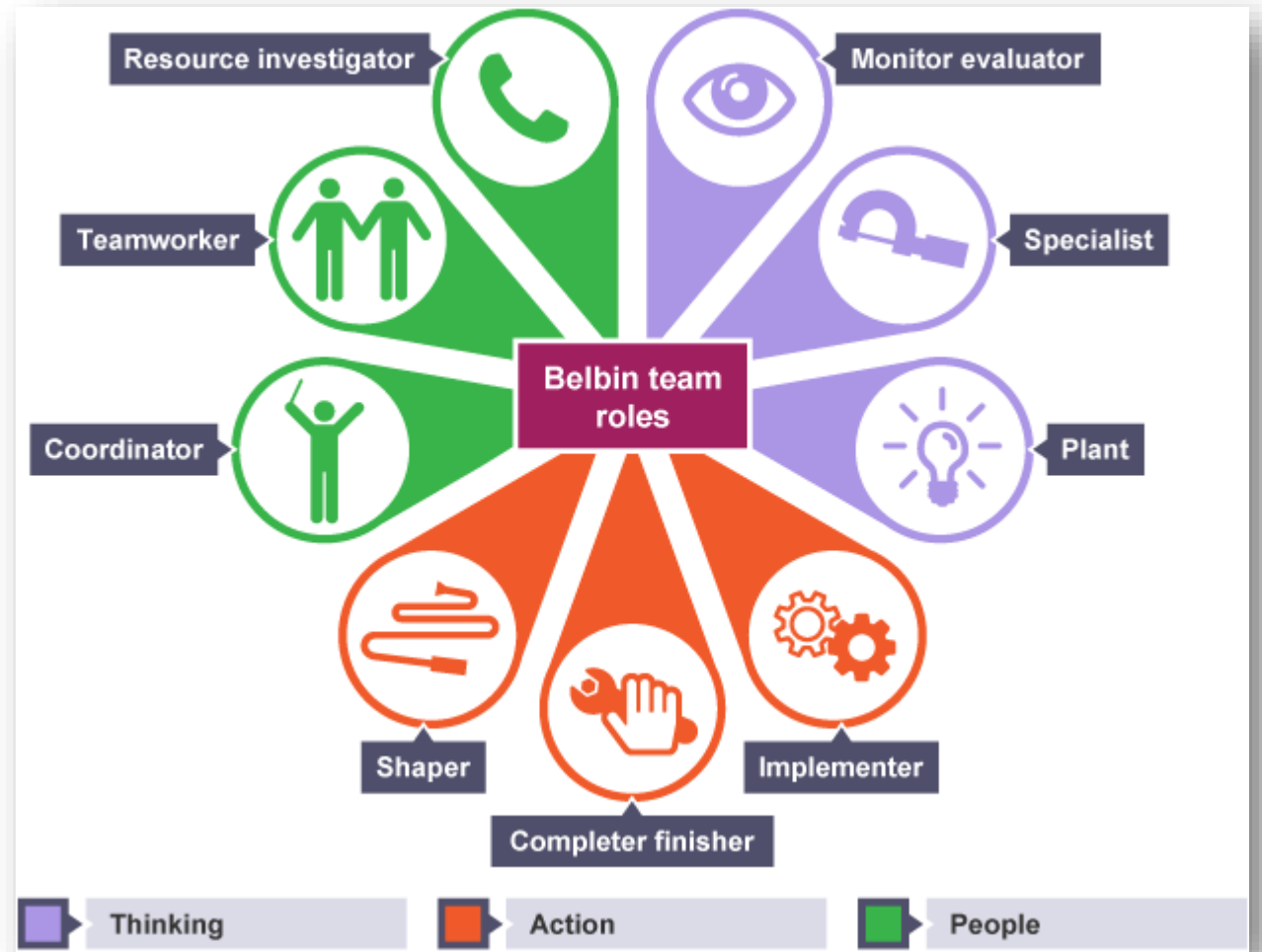
Disadvantages

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Team Roles

(Raymond Meredith Belbin, 2010)

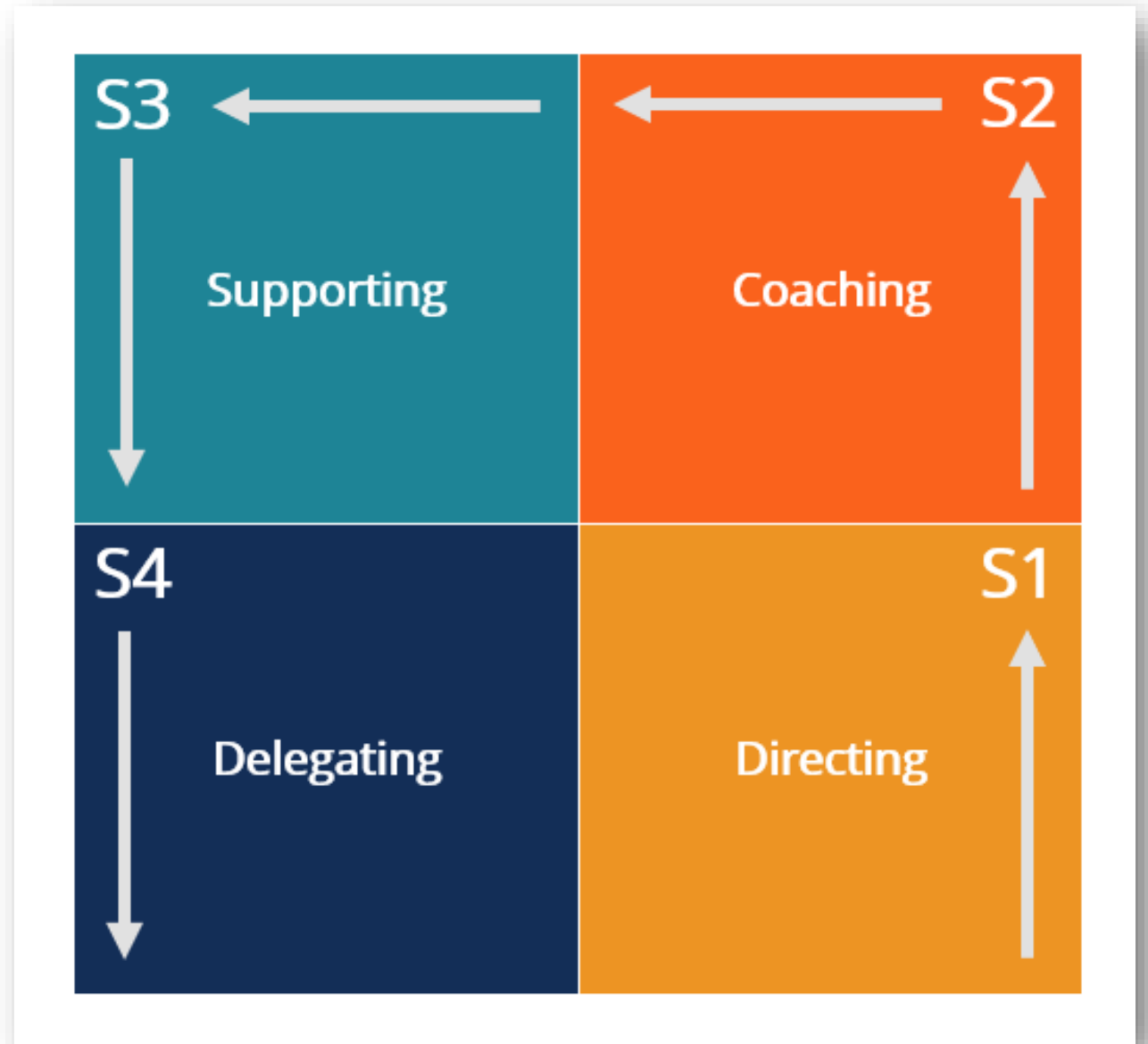


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Leadership Roles

(Mayo, 2019)



Reference list

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4. Raymond Meredith Belbin (2010). *Team roles at work*. Amsterdam Etc.: Elsevier ; Butterworth-Heinemann.



Thank you!

Questions and Answers

