

Effective Team Working in Health Care

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- Introduction
- Benefits of Team Working
- Stages of Team Development

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- Team Role
- Managing Conflict

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- Successful Team Development
- Conclusion

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Outline

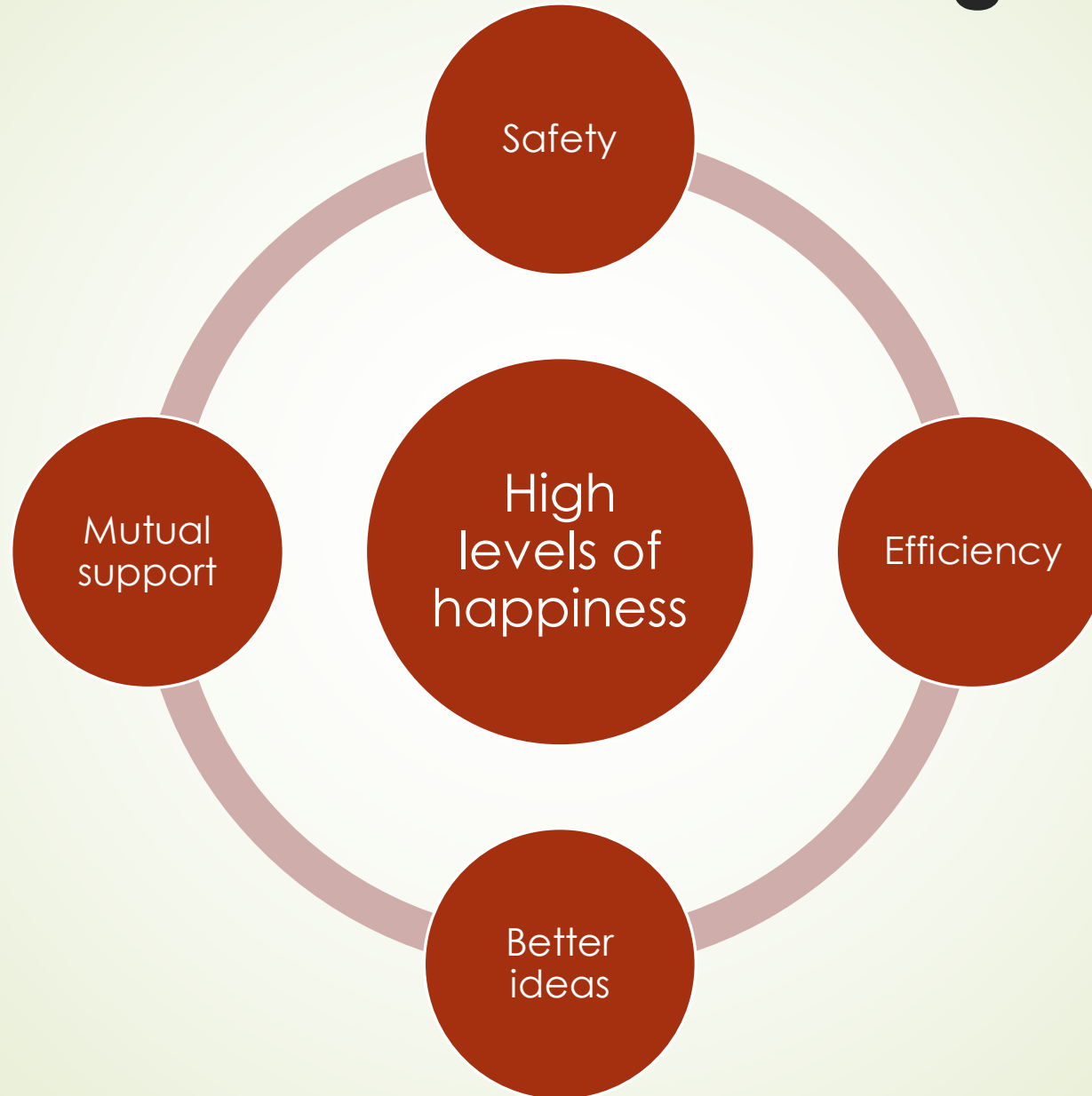
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Introduction

The capacity to cooperate together toward a common objective is referred to as teamwork. Capacity to prioritise individual contributions to corporate aims. It is the energy that allows ordinary people to accomplish exceptional things(Carnegie, n.d).

Benefits of team working



Tuckman Development Stages



Fig. 1 Source: [The 5 Stages of Team Development \(teamwork.com\)](http://teamwork.com)

Belbin's Team Roles

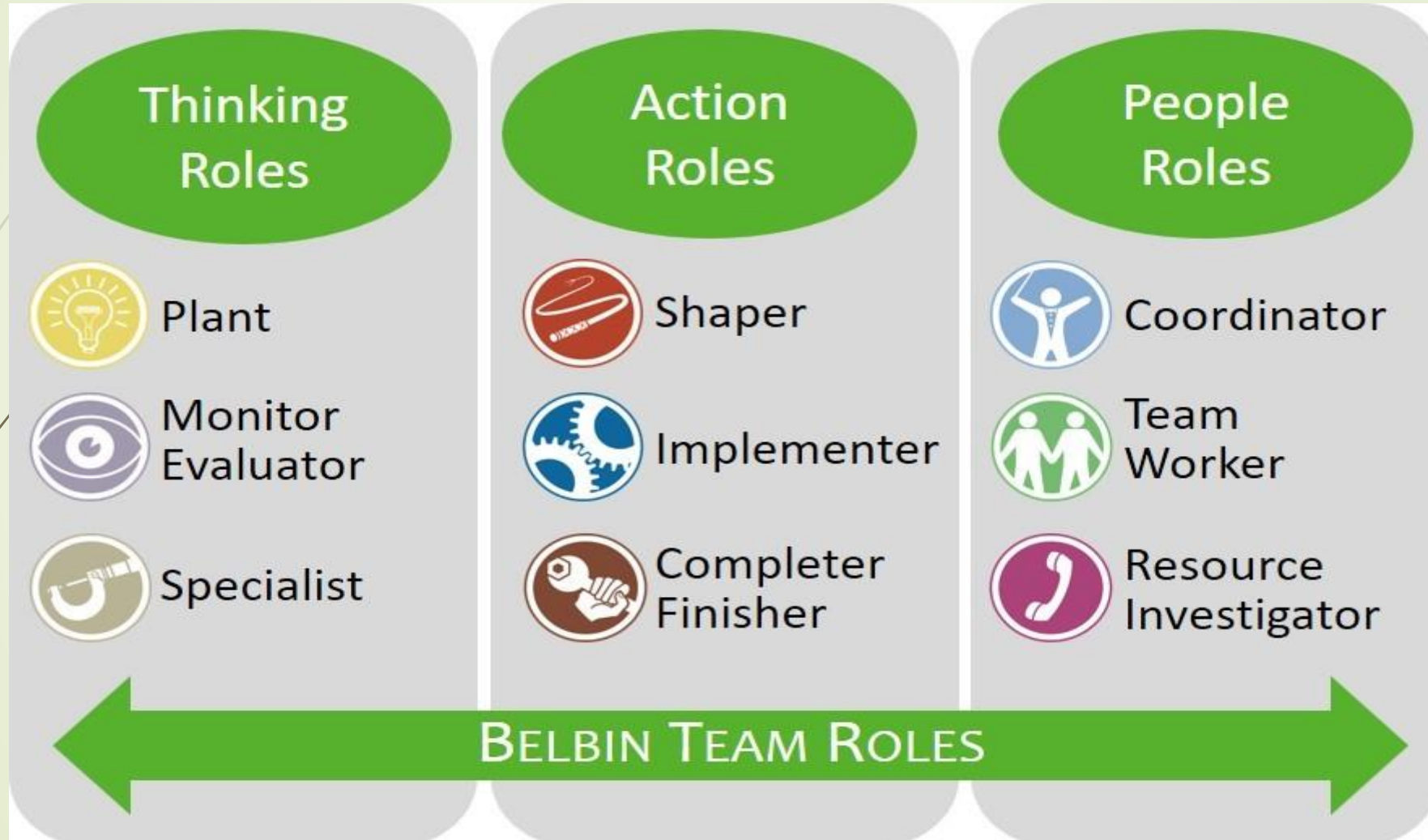


Fig 2 :<https://images.squarespace-cdn.com/content/v1/57fe4581cd0f6828dc26e719/1501873938357-TDS27P29Y2GMXBHAQ3C8/image-asset.png>



Belbin's Team Roles

- WHAT ARE BELBIN'S TEAM ROLES?
- WHY ARE DEVELOPING TEAM ROLES USEFUL?
- BELBIN'S TEAM ROLES AND OUR DEVELOPMENT TEAM ROLES.

BELBIN TEAM ROLE

ACTION ROLE	SHAPER	• Self-motivated, devoted	• Contributes narrowly and may obsess on technical matters.
	IMPLEMENTER	• Reliable and efficient	• Dogmatic and unresponsive to adapt to new opportunities.
	COMPLETER FINISHER	• Exact, meticulous, and anxious. Errors found .Cleans and completes	• Worrying too much and hesitant to delegate.
PEOPLE ROLE	COORDINATOR	• Calm, self-assured, and adept at spotting talent.	• Can be seen as manipulative and may try to do their own part.
	TEAM WORKER	• Cooperant, smart, and diplomatic. Listens and avoids conflict.	• In times of stress, might be unsure and avoid conflict.
	RESOURCE INVESTIGATOR	• Energetic, friendly Examines and builds connections with customers.	• The initial enthusiasm fades off, and the might loses interest.
CEREBRAL ROLE	PLANT	• A thinker who generates new ideas and solves problems.	• May be distracted and unable to respond properly.
	MONITORE- EVALUATOR	• Calm, calculated, and wise. Sees all choices and decides well.	• Lacks motivation and inspiration, and may be too critical.
	SPECIALIST	• Active and loyal. They give specialised skills.	• Contributes in little doses and gets lost in technical issues.

Managing Conflict



Conflict is inevitable in healthcare teams. Staff relations, stress, illness, and retention remain issues despite clinical leaders and managers being trained in conflict resolution.

Fig. 3 : Source: <https://www.hrcloud.com/hubfs/Group%2040-1.png>

Successful Team Development

- Carry out clearly defined roles.
- Conduct frequent studies.
- Accept diversity.
- Share a common culture.
- Maintain accountability to the team.
- Communicate effectively.
- Welcome strong leadership.



Source of the figure: <https://www.teamchallenge-company.co.uk/resources/industry-insights/>

The success of an organisation and the well-being of its employees depend on effective teamwork.



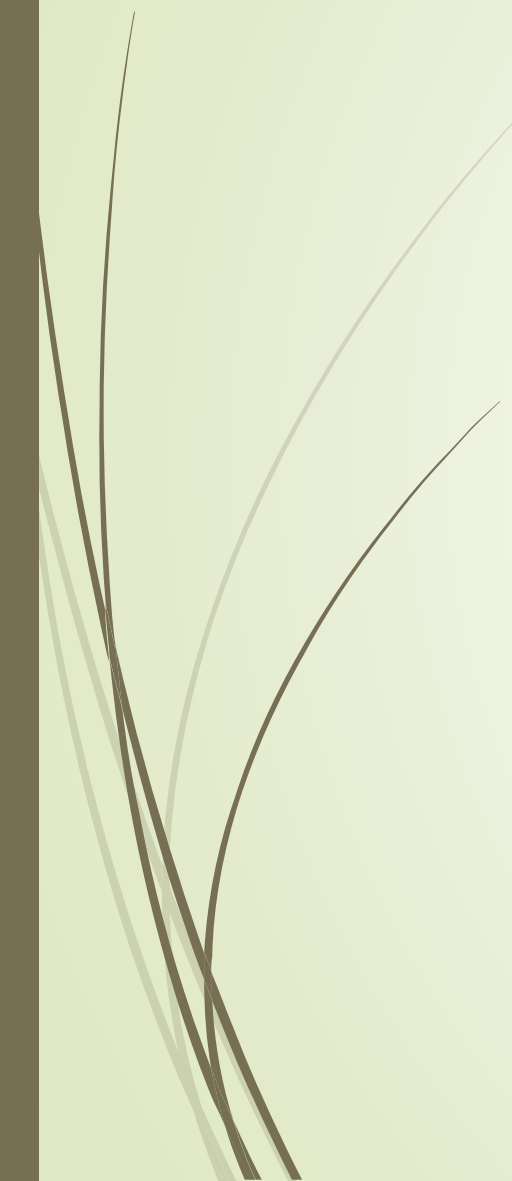
FIG 4: source: <https://www.bramwellpartners.com.au/wp-content/uploads/2018/08/teamwork.jpg>



Phil Jackson stated that each member's contribution is critical to the group's success and that the strength of the team lies in the individual contributions of each member (Jackson, 1963).



Conclusion



In healthcare, successful team building needs all team members to understand, believe in, and work together toward a single objective. Team leaders should promote it widely and guarantee that all members use it regularly. Teams are most efficient when there is an environment of trust, mutual respect, and everyone contribute to their own skills. Leaders should develop a teaming plan that includes effective use of communication technology to maximise face-to-face engagement.

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Figure 3: Hrcloud.com. (2022). [online] Available at: <https://www.hrcloud.com/hubfs/Group%2040-1.png>. (Accessed on 14 April 2022)

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THANK YOU
FOR YOUR
ATTENTION!

ANY QUESTIONS?