

A circular arrangement of diverse hands reaching towards the center, symbolizing teamwork. The hands are of various skin tones and are positioned in a circle, with fingers pointing towards the center. The background is white.

**TEAM
WORK**

STUDENT NAME	STUDENT ID	TOPIC
Munteanu Larisa	1814624	Team ; benefits of team
Bujor Mihaela	1815906	Team roles
Nastasa Ana Maria (group leader)	1815910	Stage of team development Managing conflict
Ana Maria Beta	1815908	Successful team and leadership Conclusion

Name of lecturer : Afzal Munna

Name of university : University of walls Trinity Saint David

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EXECUTIVE SUMMARY

- 1. INTRODUCTION**
- 2. TEAM**
- 3. BENEFIT OF TEAM**
- 4. SUCCESSFUL TEAM DEVELOPMENT**
- 5. STAGES OF TEAM DEVELOPMENT**
- 6. MANAGING CONFLICT**
- 7. CONCLUSION**
- 8. REFERENCES**

INTRODUCTION

The main subject in this report is TEAMWORK. Contain findings , analysis of team , definition.

What are the advantages of team work , what are the stage in forming strong team , how to deal with conflicts and how to avoid them and what are all the ingredient for a successful team.

TEAM

Team is a group of minimum two persons who working together to achieves a same goal. The team need to have a similar skills and communication passion for goal and the most important respect showing to each other .If we are all different team without trust is not a team, is just a group of persons working together.

Power of a group when they work together is better then work separately. Team normally have members with complementary skills and generate synergy through a coordinated effort witch allow each members to minimize their strengths and weakness. According to Nares Jain (2009). Team members need to learn how to help each other ,help another team members realize their true potential and create an environment that allows everyone to go beyond their limitations.

AN EFFECTIVE ORGANIZATIONAL

Team leads to greater productivity, more effective implementation of resource, better decisions and problem solving , better quality products , services and greater innovation and originality.

ACTIONS TEAMS

Are high specialized and coordinated team whose actions are intensely focused on producing a product or service(Devine,2002).

COMMAND TEAM

The goal of the command team is to combine instructions and to coordinate action around management in other words command teams serve as the “MIDDLE MAN” IN TASK (Devine , 2002)

EXECUTIVE TEAM

An executive team is management team that draws up plans for activated and then direct these activities (Devine,2002).Example can be a construction team designing blue prints for a new building and then guiding the constructions of the building using this blue prints.

BENEFITS OF TEAM

- Great team working together to accomplish great result.
- Everyone has the freedom to work an individual
- Has the ability to sacrifice their own comfort for the greater good of the team

From all walks of life ,from fictional to fractural , everyone is celebrating the joy of working together. The best team ever assembled like beetles the best band ever. By seeing this great examples we should admit the importance of effective team work in the work place :

1. Fosters creativity and learning
2. Idea generation
3. Share the work load
4. Gaining the new perspective
5. Makes work more fun
6. You get to play to your strengths
7. Bring in various personality types
8. Better service
9. Boots productivity
10. Risk taking can be a step

TEAM ROLE

Dr Meredith Belbin is a UK researcher who found that groups need a right mix of people to be effective. His research identified 9 types of people in the groups.

Research by Belbin and others in the 1970 (Belbin, 1981) indicated that two factors are important:

1. The knowledge that the person has
2. The skills that the individuals bring to a task

The team roles listed below arose from the research carried out by Belbin and his associates (Belbin 1981).

- Coordinator
- Implementer
- Shaper
- Completer / finisher
- Resource investigator
- Specialists
- Monitor / evaluator
- Team worker

TEAM ROLE & CONTRIBUTIONS

Coordinator - confident , a good chaired person , clarifies goals , promoted decision – making and delegated well

Implementer – disciplined , realisable , conservative and efficient

Shaper – challenging , dynamic , thrives on pressure , has the drive and courage to overcome obstacles

Completer / finisher – pain staking , conscientious , anxious searchers out , errors

Resource / investigator - extrovert , communicative , explores opportunities , develops contacts

Specialist – single minded ,self starting and dedicated, provide knowledge and skills in are supply

Monitor / evaluator – sober , strategic and discerning , understands all options

Team worker – co-operative , mild , perceptive and diplomatic

TEAM ROLE & WEAKNESS

Coordinator – can be seen like manipulative

Implementer – some what inflexible slow to respond to new possibilities

Sharer - open to provocation ,offends people's feelings

Completer / finisher – inclined to worry unduly reluctant to delegate

Resource / investigator – over optimistic , loses interest once initial enthusiasm has passed

Specialist – contributes on only a harrow front, dwells on technicalities

Monitor / evaluator - lacks drive and ability to inspire others

Team / worker – in decisive in crunch situations

STAGE OF TEAM DEVELOPMENT

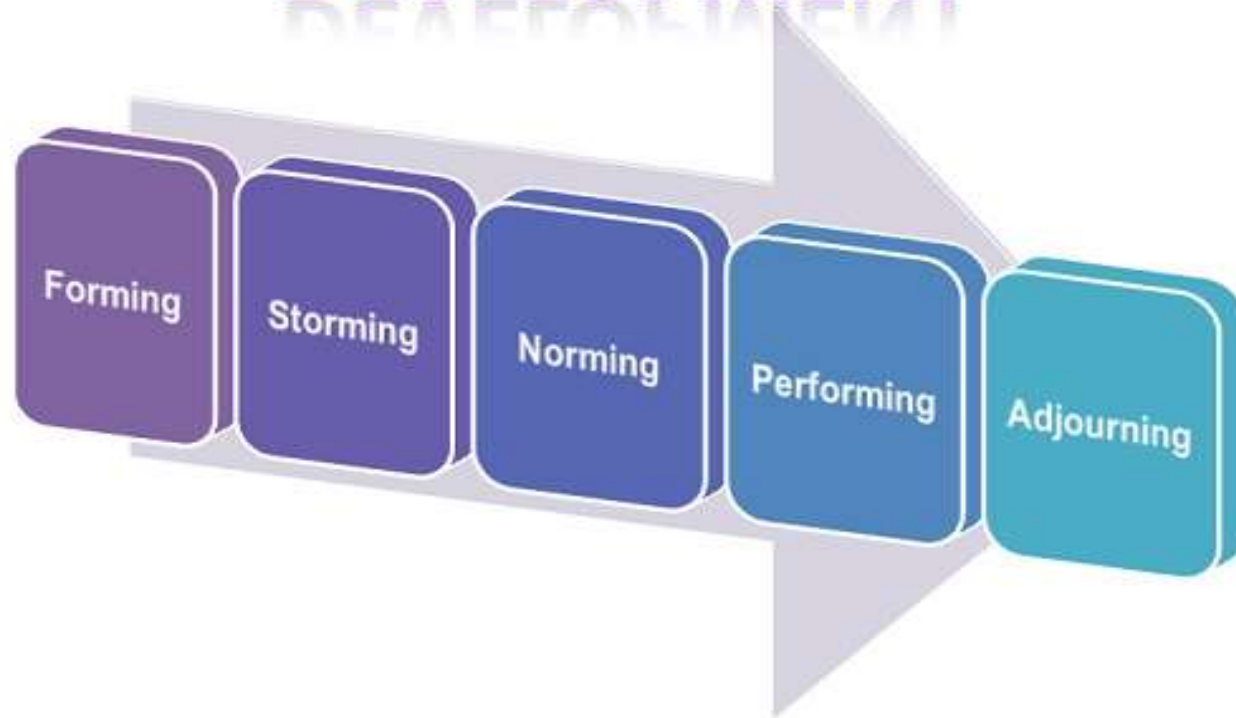
Bruce Wayne Thuckman (November 24, 1938 – March 13, 2016) was an American psychological researcher who carried out his research into the theory of group dynamics. In 1965 he published a theory known as:

Thuckman's stages of group development. According to this theory there are four phases of group development

1. Forming
2. Storming
3. Norming
4. Performing

In 1977 he added a fifth stage, Adjourning. He served as professor of educational psychology, where he founded and directed the Walter E. Dennis, Learning Centre with the mission of providing students of all backgrounds with strategies for college success that complete programs of post – secondary education. To teach students strategies for succeeding in college he co – authored the textbook Learning and motivation strategies “your guide to success”, with Dennis A. Ambry ; Dennis R. Smith

STAGES OF GROUP DEVELOPMENT



FORMING

The team meets and learn about the opportunities and challenges ,and then agrees on goal and begins to tackle the tasks .Team members tends to behave quite independently and are usually on their best behaviour but very focused on them sales. The grow for this stage to the next one , each members must relinquish the comfort of non – threatening topics and risk the possibility of conflict.

STORMING

The storming stage is the most difficult and critical stage to pass trough . Team performance may actually decrease in this stage because the energy is put into unproductive activities . Members may disagree on team goals . To get out this stage members must to work to overcome obstacles to accept individual differences, and work through conflicting ideas on team task and goals.

NORMING

Resolved disagreements and personality clashes result in greater intimacy and a spirit of co – operations energies. This happened when the team is aware of competition and they share a common goal . In this stages all team members take the responsibility , and have the ambitions to work for the success of the team's goal.

PERFORMING

With a group norms and roles established groups members focus on achieves common goals , offer reaching an unexpectedly high level of success. By this time they are motivated and knowledgeable, they are now competent , autonomous and able to handle decision – making process without supervision.

ADJOURNING

In 1977 Thuckman , jointly with Marry and Jensen ,added a fifth stage to the four stages , Adjourning , that involves completing the task and breaking up the team .

The main goals of adjourning stage are to achieves closure on positive note.

MANAGING CONFLICT

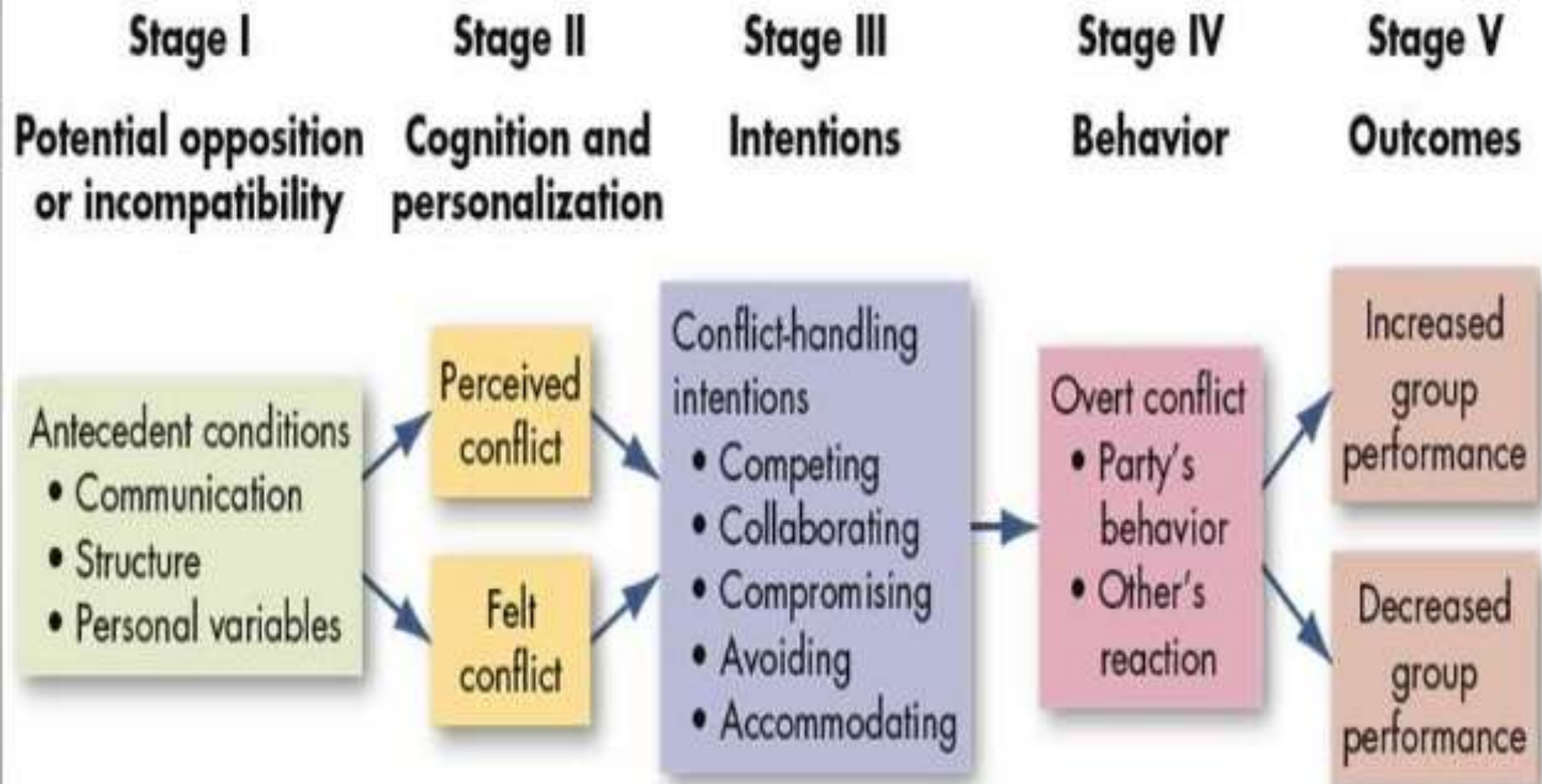
Team Conflict is an interpersonal problem that occurs between two or more members of a team, and affects results of teamwork, so the team does not perform at optimum levels.

Team conflicts are caused by the situation when the balance between perceptions, goals, or/and values of the team is upset, as a result people can no more work together and no shared goals can be achieved in the team environment.

STAGE OF CONFLICT MANAGEMENT

- ❖ POTENTIAL OPPOSITIONS OR INCOMPATIBILITY
- ❖ COGNITION AND PERSONALIZATION
- ❖ INTENTIONS
- ❖ BEHAVIOR
- ❖ OUTCOMES

Conflict Process



COMMON CAUSES OF CONFLICT

- ❖ Unclear expectation
- ❖ Ineffective or poor communications
- ❖ Lack of clear jurisdiction
- ❖ Interpersonal styles or attitudes
- ❖ conflicts of interest
- ❖ Organisation change

SUGGEST STYLES FOR RESOLVING CONFLICTS

- ❖ Collaboration
- ❖ Competing
- ❖ Compromising
- ❖ Accommodation
- ❖ Avoiding

SUCCESSFUL TEAM DEVELOPMENT

The key element to a successful team work are trust , communications and effective leadership a focus on common of goals with a collective responsibility for success.

A good leader is an essential component of a successful team . They are the one that the team trust & respects. The best teams are directed by a leader whose open to feedback and who can communicate the team's visions and the organisation's visions .

LEADERSHIP

Are people who has the right thing ; Managers are people who do right things.

Effective leaders have the ability:

- ❖ To communicate well
- ❖ Motivate them team
- ❖ Handle and delegate responsibilities
- ❖ Listen to feedback
- ❖ Have the flexibility to solve problems in an every change working place

CONCLUSION

This report touch every single important stage in forming and working in a team .

As well help us to learn why the team work is so vital in any organisation .

Communication is also an important fact and can improve the skills of employees but more then that are essential in create a successful team an keep it without conflict

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THANK YOU.....

DO YOU HAVE ANY QUESTIONS ?

