

"We are The Team"- Team Working

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"We are The Team"

Team Working- Table of Content

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Benefits of team working

Product improvement:

When a team works together, they are more motivated to achieve the company's goals. Collaboration helps everyone to communicate better and share their ideas. All of this leads to a high quality company.

A good group consists of different people with different ideas. When these members use different skills in the same problem, they come up with a solution that works better than one person working on the same problem.

Makes work more enjoyable:

Often our work leads to stress - What we need is a little more fun at work. It should be fun and make friends - a good team. When we work in a pleasant environment, we will do well and successfully in the company.

Benefits of team working

Building Confidence:

Teamwork builds a strong team and a strong connection - a team that is happy to work together.

When we can trust a colleague, then we provide a sense of security that allows team partners to perform well and be motivated.

Conflict Resolution:

One of the main causes of conflict is the different perspectives and different theories of power that only help when exposed. Whether it is a matter of strong or emotional conflict, a strong team can respectfully agree by listening to each other's concerns and overcoming difficulties - and conflicts are not destructive. They can be positive because they often lead to new opportunities and ideas.

Benefits of team working

Support network:

Working alone can be very tedious - we always wonder if “is enough” or is it the best solution. When we are part of a team, it gives us more confidence, knowing that we have support and help during difficult times. It is good to know that someone is supporting us.

Strong ethics and teamwork:

A team is a way of showing hard work and team spirit as everything goes according to good company policy.

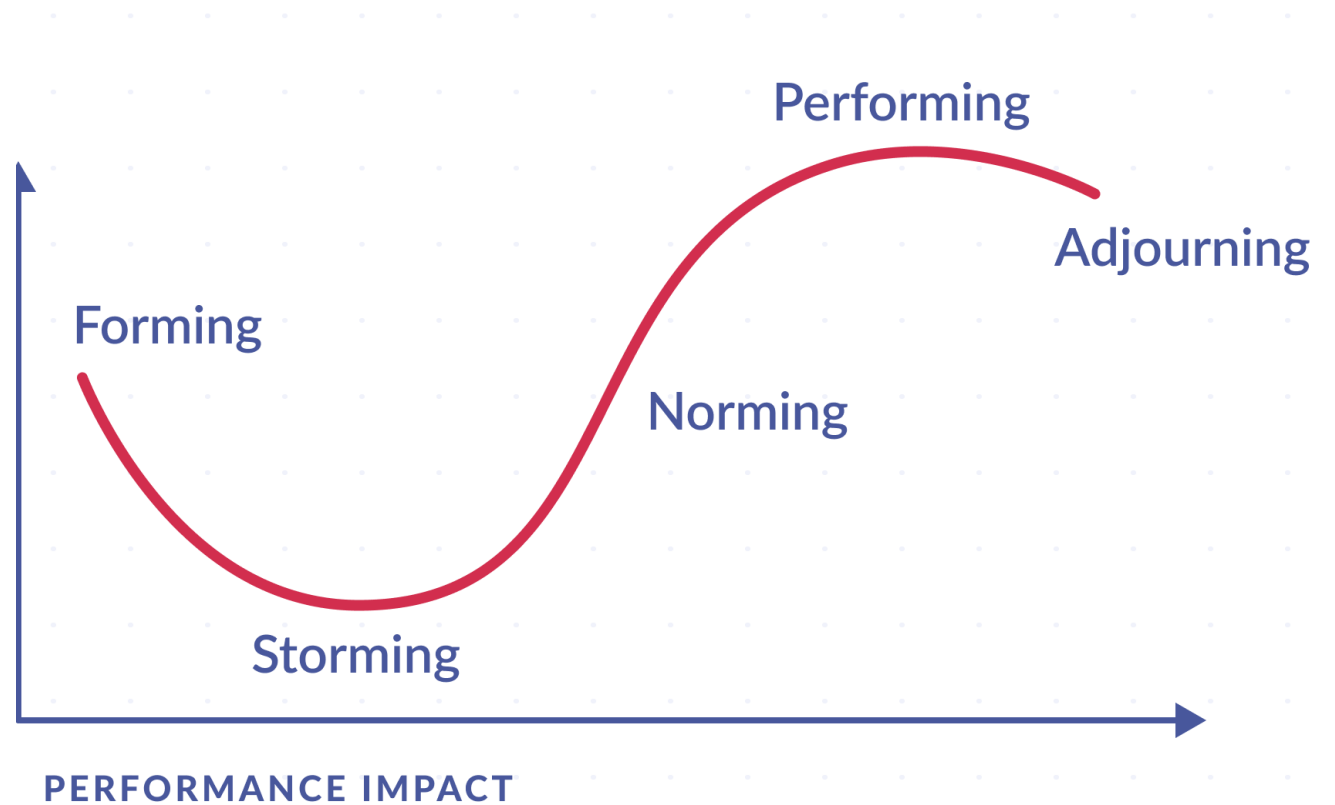
Taking advantage of working in a team, let's promote a productive work style by bringing collaboration. Collaboration is critical to business success, when we work together we find amazing success.

Getting a new idea:

When working in a team, people go through long conversations and team interactions that give them a chance to get a new perspective on analyzing different situations. It offers the opportunity to look at things from a whole new perspective.

Bruce Tuckman Five Stages of Team Development

- The process of team development happens in five main stages
- It involves teams learning to work together.
- According to Bruce Tuckman , there are five main stages that teams must follow to ensure they are high performing.
- These stages include Forming, Storming, Norming, Performing and Adjourning.



1. Forming

- In the forming stage, the team has a period to get oriented and acquainted with each other.
- This stage also involves team members seeking authority and leadership.
- Most members who seem assertive and authoritative take control.
- Knowledge is also a main property that forms a good leader in this stage.
- Common questions team leaders ask include,
- What is the main goal of this team ? Why was it formed?
- What rewards do I achieve from this team? What does this team offer?
- What am I expected to offer to this team? How will I fit in?
- Members also freely get to interact and socialize with each other.

2. Storming

- In this stage members may feel free to object each other.
- It is the most critical stage of the entire process.
- Teamwork and effort decreases as most personalities emerge in this stage.
- Some of the characteristics found in this stage include blaming, quarrelling, hostility, poor communication, major moaners.
- One of the reasons why teams disagree is due to differences in team goals, leadership or formation of cliques.
- Main questions asked in this stage include, how do we arrive at decisions peacefully? Who is in charge? What is the direction to achieve our goal?
- Leadership directs the group past the disagreements, they set limits and offer suggestions.
- Additionally teams must accept each other's differences and personalities and agree to work towards a similar goal to through this stage and its challenges.

3. Norming

- Once a team gets past the storming stage, conflict resolves and to a certain degree, unity is formed.
- In this stage, a consensus is formed around leadership and individual roles.
- The team members accept each other personalities thereby creating a sense of cohesion.
- Characteristics of this stage involve problem solving, confrontations of problems , and constructive feedback.
- There is an increase in team performance, as members learn to cooperate and work towards their common goals.
- Questions asked on this stage involve, What is acceptable? What are the standards and deliverables? And what are the team goals?
- This stage is also critical as the team might fall back to storming upon the re-emergence of disagreements of bad leadership.

4. Performing

- In this stage, the team is in constant unity cohesion and harmony, especially because the team is mature and organized thus leading to proper functioning.
- This stage includes a clear and stable structure with a main mission.
- There are new strategized methods to peacefully deal with problems.
- The team proves proactive and strives and anticipates to meet its goals and demands. It also has an increase in growth.
- Characteristics of this stage include mutual trust, constructive and clean arguments, enthusiasm and collaboration and self motivation.
- Questions that one may ask in this group include, How can we do better? How can we ensure high quality? What is the next step?
- Leadership in this stage is directly linked to the team's mutual interdependence making it very important.

5. Adjourning

- In the adjourning stage, the teams have accomplished most of their goals
- The teams main aim at this stage is wrapping up final projects and documenting results and efforts.
- This stage also involves the possible dissolvent of teams, as they diminish the existing workload.
- This stage also involves departure ceremonies as the team ends as a way of acknowledging and celebrating the teams effort and goal achievements.
- In case the team committee is assigned with a different assignment tasks and responsibilities, then it may reconcile and add new members, going back to the forming or storming stage in the development process.

How the theory of team roles Originated

The team roles theory was created in 1970 by Meredith Belbin.

It all started with an experiment that consists in creating a group of people with different characters and working styles.

To carry out group work together.

From this experiments 3 different groups of behaviour were identified.

Over time 9 distinct roles were identified.

Goole images(Meredith Belbin)



Meredith Belbin is a British scholar and consultant. He is the father of role theory

Team Roles

Team Role	Contribution	Allowable Weaknesses
Plant 	Creative, imaginative, free-thinking. Generates ideas and solves difficult problems.	Ignores incidentals. Too preoccupied to communicate effectively.
Resource Investigator 	Outgoing, enthusiastic, communicative. Explores opportunities and develops contacts.	Over-optimistic. Loses interest once initial enthusiasm has passed.
Co-ordinator 	Mature, confident, identifies talent. Clarifies goals. Delegates effectively.	Can be seen as manipulative. Offloads own share of the work.
Shaper 	Challenging, dynamic, thrives on pressure. Has the drive and courage to overcome obstacles.	Prone to provocation. Offends people's feelings.
Monitor Evaluator 	Sober, strategic and discerning. Sees all options and judges accurately.	Lacks drive and ability to inspire others. Can be overly critical.
Teamworker 	Co-operative, perceptive and diplomatic. Listens and averts friction.	Indecisive in crunch situations. Avoids confrontation.
Implementer 	Practical, reliable, efficient. Turns ideas into actions and organises work that needs to be done.	Somewhat inflexible. Slow to respond to new possibilities.
Completer Finisher 	Painstaking, conscientious, anxious. Searches out errors. Polishes and perfects.	Inclined to worry unduly. Reluctant to delegate.
Specialist 	Single-minded, self-starting, dedicated. Provides knowledge and skills in rare supply.	Contributes only on a narrow front. Dwells on technicalities.

Google images(Team Roles)

1-Thinking-Oriented Roles(the idea developer of any team)

- Plant
- Monitor Evaluator
- Specialist

2-Action-Oriented Roles(people that want finish the job)

- Shaper
- Implementer
- Completer Finisher

3-People-Oriented Roles(people that enjoy work with others and often they have good communication)

- Coordinator
- Team Worker
- Resource Investigator



Google images(high performing Teams)

Team Roles are to find your strengths and weaknesses in the behavioral field, about people in their workplace.

Why use team roles

Google images(Free Belbin Resources for Team Building)



- encourage your team to work right
- you can create more equal groups
- everyone can do the things they are best at
- more confident in decisions that involve others
- more effective communication within the group

Managing Conflict- Understand the meaning

CONFLICT by Kenneth Thomas and Ralf Kilmann- state where individual's issues are matchless and indisputable (Day,2012).

CONFLICT- HARMFUL SOUND OF THE WORD- commonly considered as something to keep away from and related with screaming, disputing and all negative emotions (Day, 2012).

CONFLICT-ADVANTAGE-during the storming stage team members have a chance to improve interpersonal skills by discussing and investigating; if they are controlling their behaviour, they are not affecting relationships and teamwork (Day, 2012).

CONFLICT OCCUR ON TWO TYPES OF BEING AND DOING (Day,2012):

- assertiveness, when you stand up for your rights and demands (Day, 2012)
- cooperativeness, when you rather to satisfy someone else needs (Day,2012)

Managing Conflict- Source

- **Private/ individual:** values, needs, culture (Girukwayo, 2018)
- **Difference of personalities:** environment, maturity, frame of mind, intolerance (Girukwayo,2018)
- **Interpersonal skills/ behaviour:** conveying the message in terms of effective listening, giving attention to body language and written communication (Girukwayo, 2018)
- **Rank/ interdependence:** self-exaltation, involvement, specific number of stock/ money/ possibilities (Girukwayo, 2018)

Personal issues are high risk of affecting relationship at workplace

(Girukwayo, 2018).



(Batson Baril,2020)

Managing Conflict- Methods

- **Avoiding:** not assertive; not cooperative
 - individual do not like to take part of the conflict; does not feel the own strength in the team; does not want to proof the rights of own arguments (Hampton, 2020)
 - short term solution- accumulation of bad emotions if model chosen too often
- **Accommodating:** highly cooperative; not much assertive
 - individual does not like conflicts; is happy to accept other team member ideas and waste own chance being heard and fulfilled, rather than argue (Hampton, 2020)
- **Compromising:** fairly assertiveness and cooperativeness
 - individual respects others team member opinion same as own and is strive to find a way out that will satisfy everyone (Hampton, 2020)
 - lose/lose approach- both sides need to lose something to get any deal ultimately

Managing Conflict- Methods Cont...

- **Competing:** the most assertive/ do not likely cooperative
 - individual does not care about another rights and feelings; always likes to be right; uses the power of persuasion and authority; will do nearly everything to be satisfied (Hampton, 2020)
 - win/lose approach- 'cruel' but may be a good solution
 - **Collaborating:** solid assertiveness and cooperativeness
 - cares of both side are too important to accept compromise and by mature dialogue without arguing team members are fully satisfied (Hampton, 2020)- win/win approach
 - mature, professional, long-term solution which covers satisfying everyone
 - will make the organization strong and successful
- But:**
- individuals must be able to handle the stress, they need to trust and respect each other (Kilmann, 2011)
 - collaborating requite both, verbal and nonverbal communication (Kilmann, 2011).

Managing Conflict- Advice

- **Respect**
- Take every battle as an opportunity to move forward
- Take the advantage of emotional intelligent
- Use the power of dealing with conflict supported with your communication skills (IT Learning and Development, 2017)
- Give full attention to effective listening, willingness to understand, do not disturbing others and instead of criticize explain your view in positive way (IT Learning and Development, 2017).
- Practice (IT Learning and Development, 2017).
- **Avoid / Collaborate**



Successful Team Development

What is it?

Successful teams push the members to share thoughts, solutions and clear up problems together. Good team offer the member support and opportunities to develop.

Successful Team Development

How to build successful team?

- **Team objectives:** share common goals.
- **Belbin Roles:** leadership must ensure the team covers Belbin Rules.
- **Trust** each other knows
- **Communication** and interdependence



Successful Team Development

- **Leadership:** good leadership helps the team to reach their goals.
- **Positive thinking:** allowing new and innovative ideas to appear.
- Well-defined **rules**
- **Socialise:** teambuilding.



Successful Team Development

- **Information:** exchange information and feedback.
- **Performance efficiency:** all participants must be convinced of the idea that the work team is effective.
- **Responsibility:** all members must have responsibility for its actions.

Conclusion

According to Cambridge Dictionary the definition of Teamworking means a way of organizing work that involves people working in separate teams to do different tasks.

It is way more effective than working different kind of tasks individually.



(Batson Baril, 2020)

Questions?

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