



PRIFYSGOL CYMRU

Y Drindod Dewi Sa

UNIVERSITY OF WALES

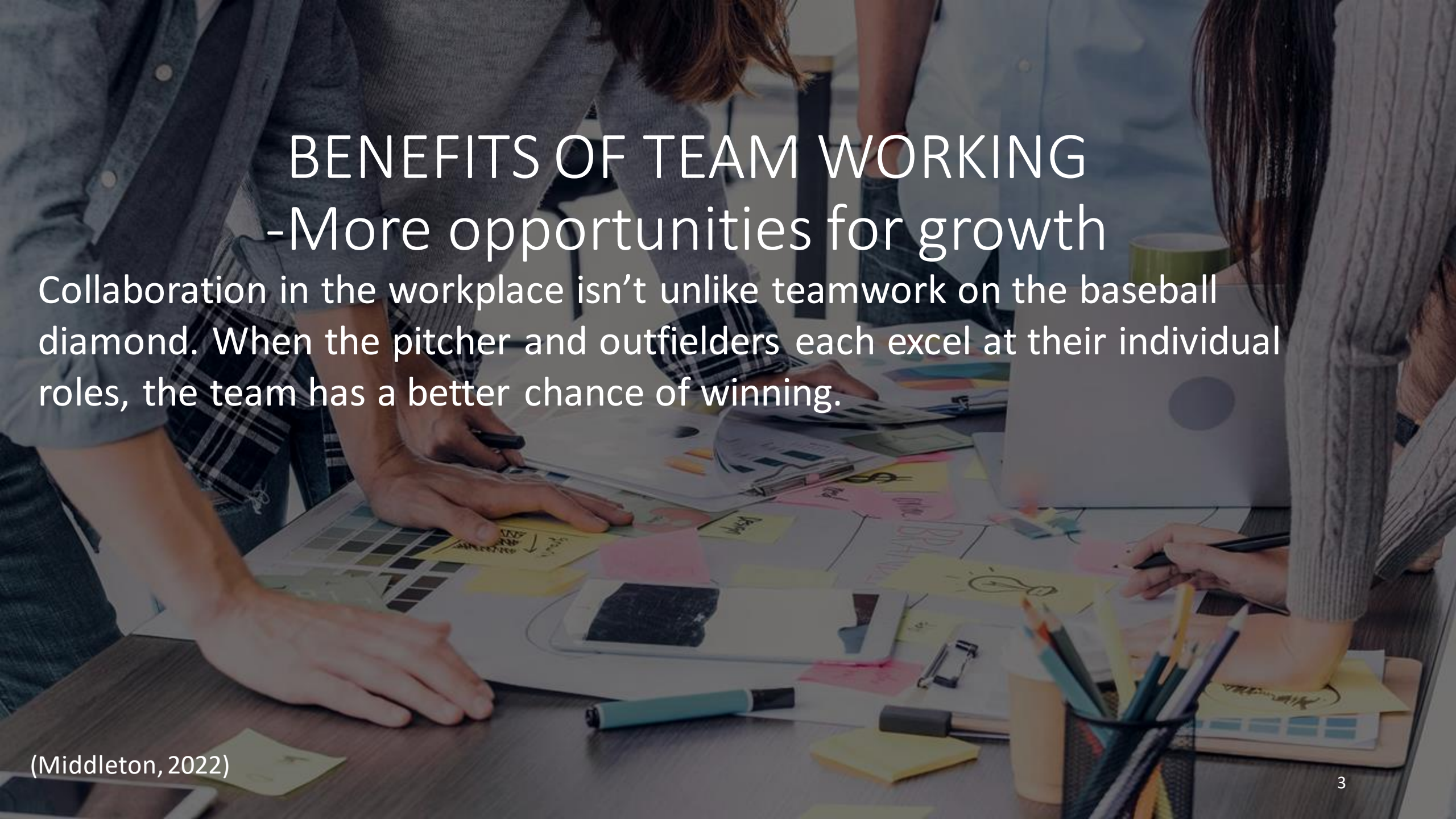
Trinity Saint Dav

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- Module name: Team Working and Communication
 - Module code: BMSW4002
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BENEFITS OF TEAM WORKING

1. Better problem solving
2. Increased potential for innovation
3. Happier team members
4. Enhanced personal growth
5. Less burnout

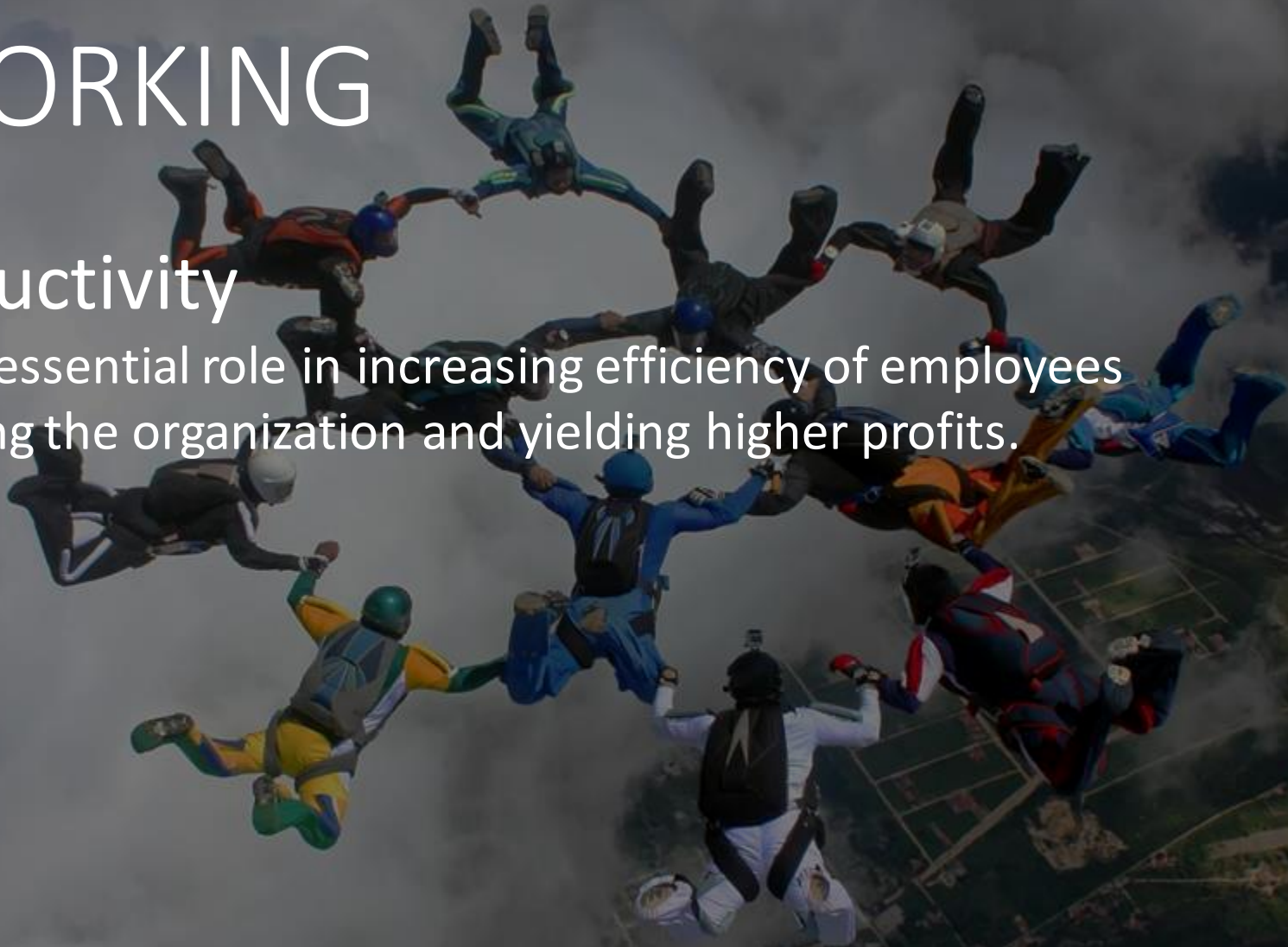
A group of people are gathered around a table, working together. The table is covered with various items including a laptop, several sheets of paper, many colorful sticky notes, and a pen holder with several pens. One person is pointing at a sticky note on the table. The background is slightly blurred, showing more people and a bright, modern office environment.

BENEFITS OF TEAM WORKING

-More opportunities for growth

Collaboration in the workplace isn't unlike teamwork on the baseball diamond. When the pitcher and outfielders each excel at their individual roles, the team has a better chance of winning.

BENEFITS OF TEAM WORKING

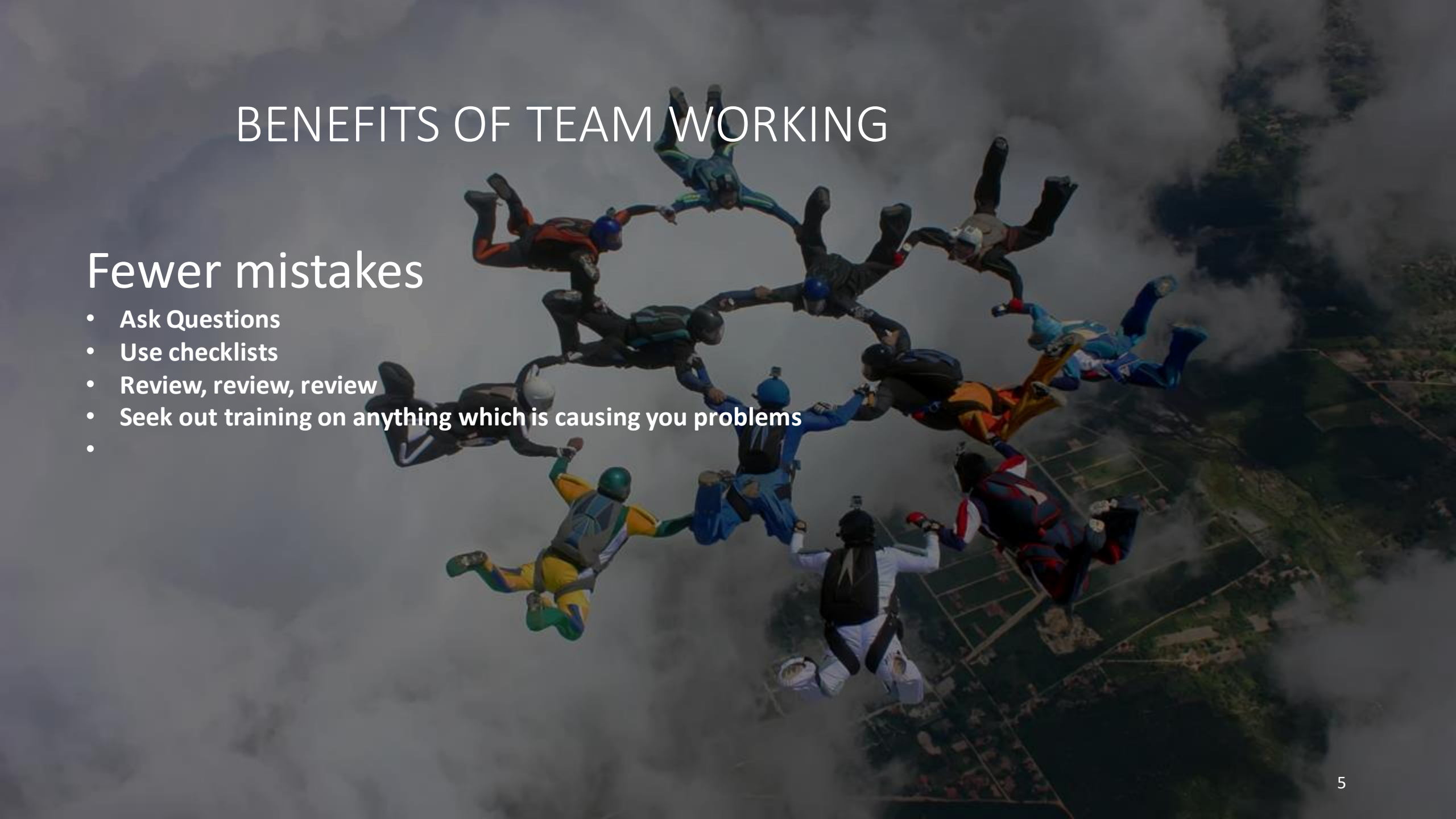


Boosted productivity

Team work plays an essential role in increasing efficiency of employees eventually benefitting the organization and yielding higher profits.

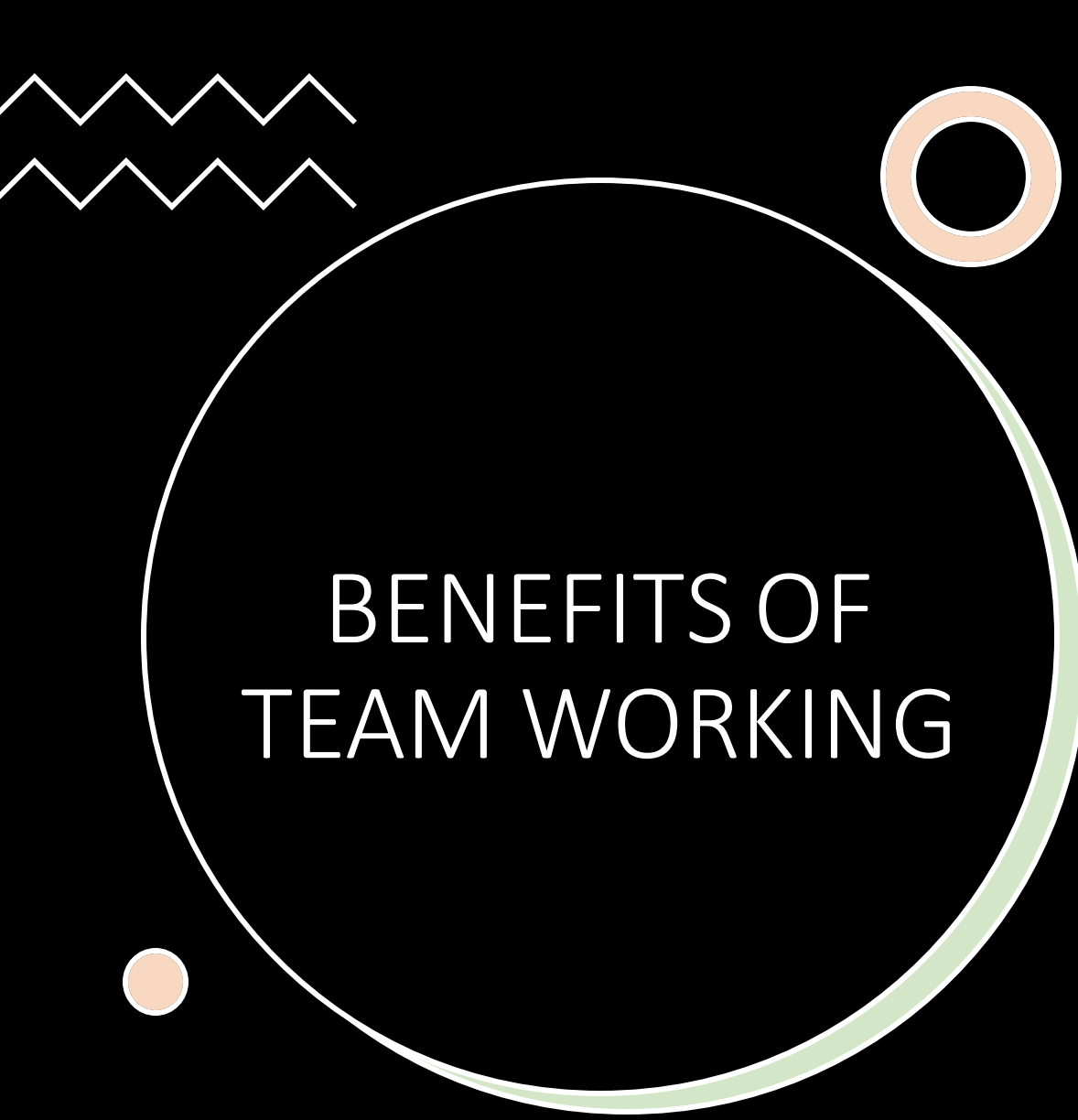
(Middleton, 2022)

BENEFITS OF TEAM WORKING



Fewer mistakes

- Ask Questions
- Use checklists
- Review, review, review
- Seek out training on anything which is causing you problems
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BENEFITS OF TEAM WORKING

Smarter risk taking

- When you work alone, you might be hesitant to put your neck on the line.
- When you work on a team, you know you have the support of the entire group to fall back on in case of failure.
- That security typically allows teams to take the kind of risks that create “Eureka!” ideas.



STAGES OF TEAM DEVELOPMENT

TUCKMAN'S STAGES OF TEAM DEVELOPMENT

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



STAGES OF TEAM DEVELOPMENT

FORMING STAGE

- Meet for the first time
- Positive expectation
- Confusing time
- Team orientation
- Shy and uncertain



STAGES OF TEAM DEVELOPMENT

STORMING STAGE

- Open idea exchange
- Lack of leadership
- Arguing and conflicts
- No trust
- Disagreements about goals



STAGES OF TEAM DEVELOPMENT

NORMING STAGE

- Group interaction becomes easier
- Conflicts have been resolved
- The team becomes more cooperative
- Team productivity increases
- Team performance increases
- Everybody except the rules



STAGES OF TEM DEVELOPMENT

PERFORMING STAGE

- Well-organized group
- Fully – focused
- Good team working
- Trust each other
- Team is calm
- Handling issues



BELBIN'S TEAM ROLES MODEL

THE 3 CATEGORIES



ACTION-ORIENTED:
SHAPER; IMPLEMENTER; COMPLETER



PEOPLE-ORIENTED:
COORDINATOR; TEAM
WORKER; RESOURCE INVESTIGATOR



THOUGHT-ORIENTED:
PLANT; MONITOR-
EVALUATOR; SPECIALIST

BELBIN'S TEAM ROLES MODEL *ACTION* *ORIENTED*

IMPLEMENTER

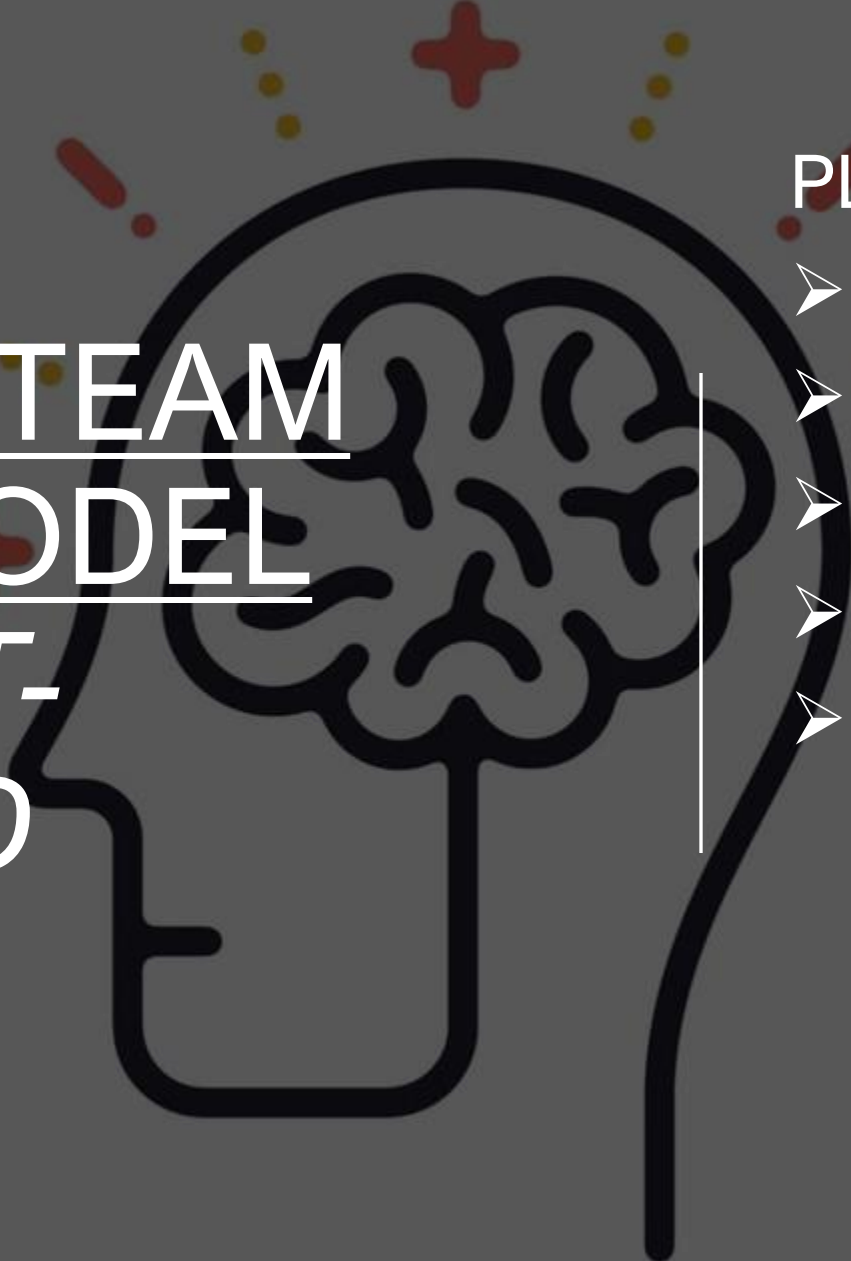
- Practical
- Reliable
- Actions
- Less flexible
- More conservative



BELBIN'S TEAM ROLES MODEL *PEOPLE-ORIENTED*

TEAM WORKER

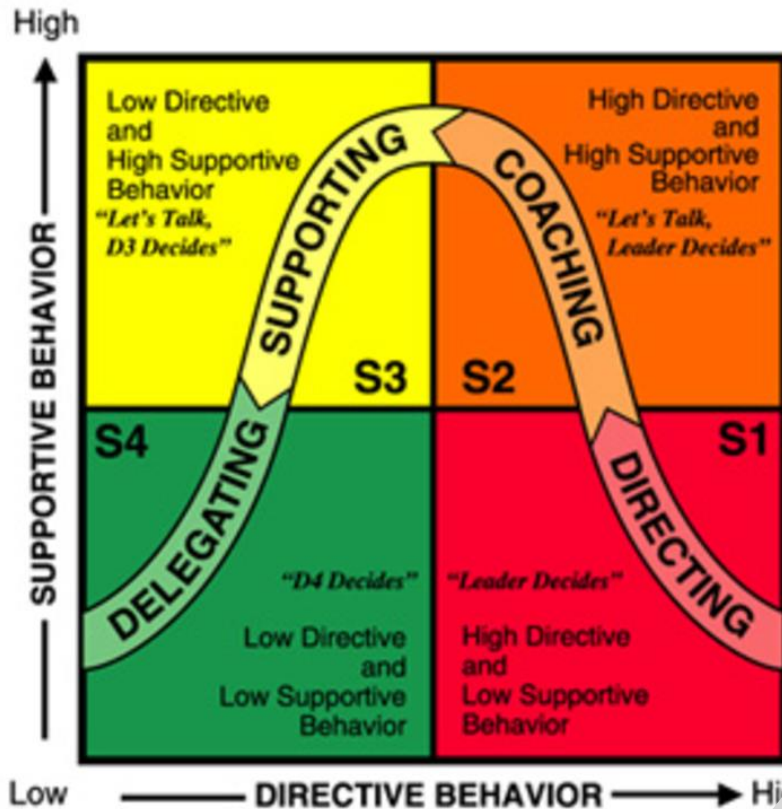
- Provide support
- Flexible
- Diplomatic
- Perceptive
- Helping people



BELBIN'S TEAM ROLES MODEL *THOUGHT- ORIENTED*

PLANT

- Creative
- Innovator
- Introverted
- Impractical at team
- Poor communicator



HERSEY AND BLANCHARD MODEL

LEADERSHIP STYLES:

- S1 telling style
- S2 selling style
- S3 participating style
- S4 delegating style

MATURITY LEVELS of EMPLOYEE:

- D1 enthusiastic learner
- D2 disillusioned learner
- D3 capable learner
- D4 self-reliant achiever



MANAGING CONFLICT

- I. TO UNDERSTAND THE CAUSES OF CONFLICT***
- II. TO APPRECIATE REMEDIES AND STRATEGES FOR MANAGING***

MANAGING CONFLICT

- *During the conflict people may : explore angrily, rude and disrespectful ,bully those who don't share their opinion*
- *When people come together in teams their difference can create conflict.*
- *It is because we are dealing with ego ,jobs, people's life and values.*
- *To avoid conflict that can come from disagreement we need to disputes quickly and openly.*



MANAGING CONFLICT

Competition

Collaboration

Compromise

Avoidance

Accommodating



***Define the real problem by
looking what is causing.***



Analyse it



***Make solutions which
everyone can agree***

A close-up photograph of a dartboard with several darts. Two red darts and two yellow darts are visible, all of which have hit the red bullseye in the center. The dartboard has concentric rings and numbers indicating scores. The background is dark, and the lighting highlights the darts and the target.

SUCCESSFUL TEAM DEVELOPMENT

Characteristics of a successful team

- Goal – oriented mindset
- Commitment to their roles
- Open to learning
- Diverse perspectives and experiences
- Shared culture

SUCCESSFUL TEAM DEVELOPMENT

Characteristics of a successful team

- Flexibility and Adaptability
- Responsibility and accountability
- Clear communication
- An effective leader

SUCCESSFUL TEAM DEVELOPMENT

Build effective team

Goals

- Set smart goals
- Perform well – defined roles
- Experiment regularly

SUCCESSFUL TEAM DEVELOPMENT

Build an effective team



- Embrace diversity
- Share a common culture
- Be accountable to the team

SUCCESSFUL TEAM DEVELOPMENT

5 Steps To Build
**EFFECTIVE
TEAM**



- Communicate effectively
- Welcome strong leadership



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