

Team Work Development

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Outline

- Benefits of Team Working – Sandra
- Stages of team development - Christalina
- Team roles – Sorin
- Managing conflict – Cosmin
- Successful team development – Djamila -

Benefits of team working

Giving each other
constructive criticism
giving advice how to
improve

Being able to handle
problems together

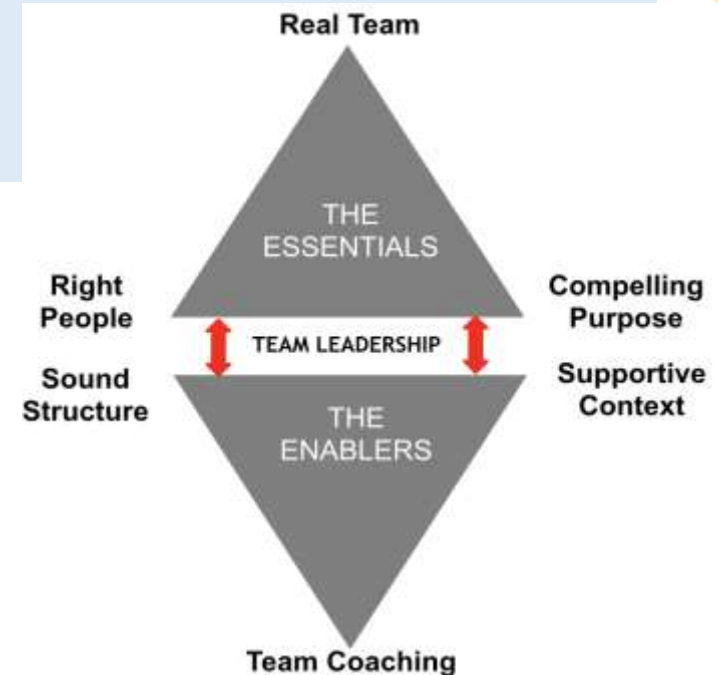
Smarter risk taking

More creative ideas

Wageman in 2012 described team as a 'Bounded and stable set of individuals interdependent for a common purpose.'

Six Conditions for Leadership Team Effectiveness

Together
Everyone
Achieves
More



Constructive criticisms and advice



The first benefit of team working is that when being in a team/group it allows you to give each other constructive criticisms about one another's work.



When this type advice and criticisms allow each team member improve on their work and then learn from their mistakes if they were made.



Constructive criticisms is crucial whenever you do any type of work and/or presentation, as it allows you understand what you've done well and what you need to improve on.

More creative ideas

Working with a team/group it gives you an advantage to gather more creative ideas to add to the work needed to be presented

Creative ideas are achieved when each member provides their own ideas, then you are able to develop your very own excellent ideas will be creative and helpful to what you are presenting

Smarter risk taking

Working in a group gives you the confidence to take on risky assignments that not everyone in your group would want to do

Team work benefits in your confidence bubble it expands on how comfortable you are with different tasks.

STAGES OF TEAM DEVELOPMENT

- The process of building a team begins with the formation of a clear purpose, which guides the formation of the individual members. As members of a team, they develop strong bonds, share knowledge, and resolve issues before they derail. A team's members can solve problems before they derail, and the leader can inspire others.



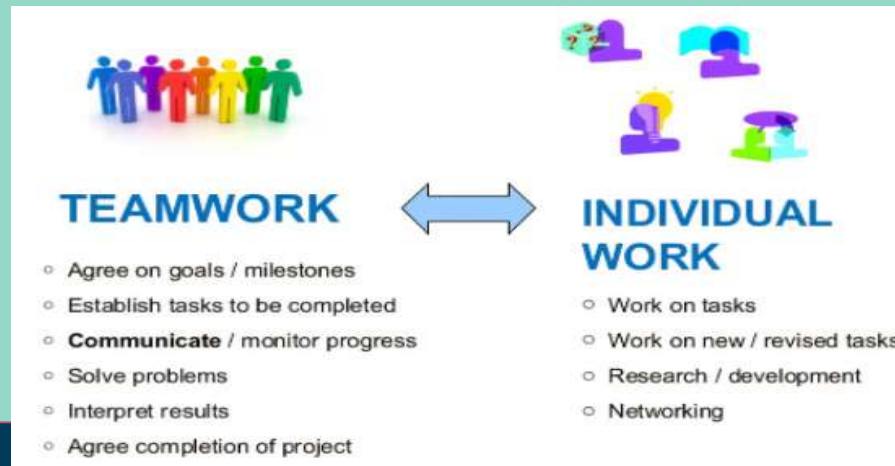
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Transforming Education; Transforming Lives

INTRODUCTION

- Stages of team development have similarities and differences. Early stage teams are characterized by low consensus on the team's objectives and processes. Leaders direct and challenge team members.
- They seek to establish a position among themselves. The process of team formation is often stressful. Team members may not know their roles and how to collaborate. Leadership may be absent or conflict may arise. The team may fall apart during this stage.

DISCUSSION

- Teams develop into high-performing teams over time. As they become better at their work, they must focus on the process rather than the product. They must develop new goals, too. Occasionally, the team must move back to a previous stage, because its members and its environment change. If it does, the next step in team development is to create a new goal.



DISCUSSION

- The first stage involves forming and the second is the actual work of the team on the project itself. It is the time when team members start to interact with each other and develop rapport. The first stage of team development isn't particularly productive, because the team members aren't yet clear on their roles and how they will function together.

CONCLUSION

- During the second stage, people's attitudes will be low.
- The team members may disagree on the objectives of the project, the goals of the team, and the responsibilities of each individual.
- They may fixate their attention on insignificant issues. They may even start arguing among themselves. If this happens, the team will be unable to meet its deadline

Team Roles

- Team roles explain how team members interact with one another.
- A leader and other individuals make up the team.
- The most important duty of a team leader is to create goals for his or her team members and to inspire them to work boldly and enthusiastically toward achieving those goals.
- He also devises strategies for achieving those objectives.

- He must inspire his followers, lead by example, and provide them with instructions.
- In order for his team members to succeed, he must also provide assistance to them.
- Team members responsibilities include participating in a project or activity and offering thoughts and ideas for improvement.

Thinking Roles



Plant



Monitor
Evaluator



Specialist

Action Roles



Shaper



Implementer



Completer
Finisher

People Roles



Coordinator



Team
Worker



Resource
Investigator

BELBIN TEAM ROLES

Belbin's Team Roles

- **Thinking Roles**
- **Plant** – generates ideas and creative solutions, not all of them practical;
- **Monitor-Evaluator** – good at critically assessing ideas and proposals, and at making decisions; and
- **Specialist** – brings expert knowledge to the group, not always necessary to effective functioning.

- **Action Roles**

- **Shaper** – drives work forward and gets things done, has a clear idea
 - of the desired direction of travel;
- **Implementer** – also gets things done, looking for ways to turn talk
 - into action and generate practical activity;
- **Completer-Finisher** – focuses on completing tasks, and tidying up all
 - the loose ends;

- **People Roles**
- **Coordinator** – manage the [group dynamics](#), often in a leadership role;
- **Team Worker** – helps the team to work effectively by supporting personal relationships;
- **Resource Investigator** – gathers external resources and information to help the team;

Managing Conflict

1. What is conflict?

- Conflict is a relationship between two or more parties who have, or think they have, incompatible goals and who act on the basis of those perceived incompatibilities

2. What causes conflict?

- Poor communication
- Misunderstandings
- Personal differences

3. Conflict analysis

- A conflict analysis should contain sections describing and analysing the underlying reasons for the conflict, conclusions about the conflict and recommendations about avoiding future conflicts

Managing Conflict



- Intrapersonal (within a person)
- Interpersonal (between and among people)
- Organisational (groups of employees, or employees vs policies)

Managing Conflict

Avoiding

- Trying to ignore or sidestep the conflict, hoping it will resolve itself or dissipate..

Accommodating

- Taking steps to satisfy the other party's concerns or demands at the expense of your own needs or desires.

Compromising

- Involves finding an acceptable resolution that will partly, but not entirely, satisfy the concerns of all parties involved.

Competing

- Someone who uses the conflict resolution strategy of "competing" tries to satisfy their own desires at the expense of the other parties involved.

Collaborating

- Using "collaborating" involves finding a solution that entirely satisfies the concerns of all involved parties.

Managing Conflict

Competing

10 Plus

- The winner is clear
- Winners usually experience gains
- **Minus**
- Establishes the battleground for the next conflict
- May cause worthy competitors to withdraw or leave the organisation

Accommodation

10 Plus

- Curtails conflict situation
- Enhances ego of the other
- **Minus**
- Sometimes establishes a precedence
- Does not fully engage participants

Compromise

10 Plus

- Shows good will
- Establishes friendship
- **Minus**
- No one gets what they want
- May feel like a dead end and nothing has been resolved

Collaboration

10 Plus

- Everyone “wins”
- Creates good feelings
- **Minus**
- Hard to achieve since no one knows how

Managing Conflict

- *Steps in resolving a conflict*
 - Clarify the issue – focus on the needs and goals
 - Understand each other`s perspective
 - Break the conflict into small steps
 - Give and take
- *Strategies to Facilitate Conflict Resolution*
 - In situations of crisis and potential conflict always remember STAR (**Stop, Think, Analyze, Respond**)
 - Open, honest communication is key
 - Private relaxed, comfortable setting for discussion
 - Expectation that both sides will follow-through on results



SUCCESSFUL TEAM DEVELOPMENT

Successful Team

A successful team is a team that works well together to accomplish a goal quickly and easily.



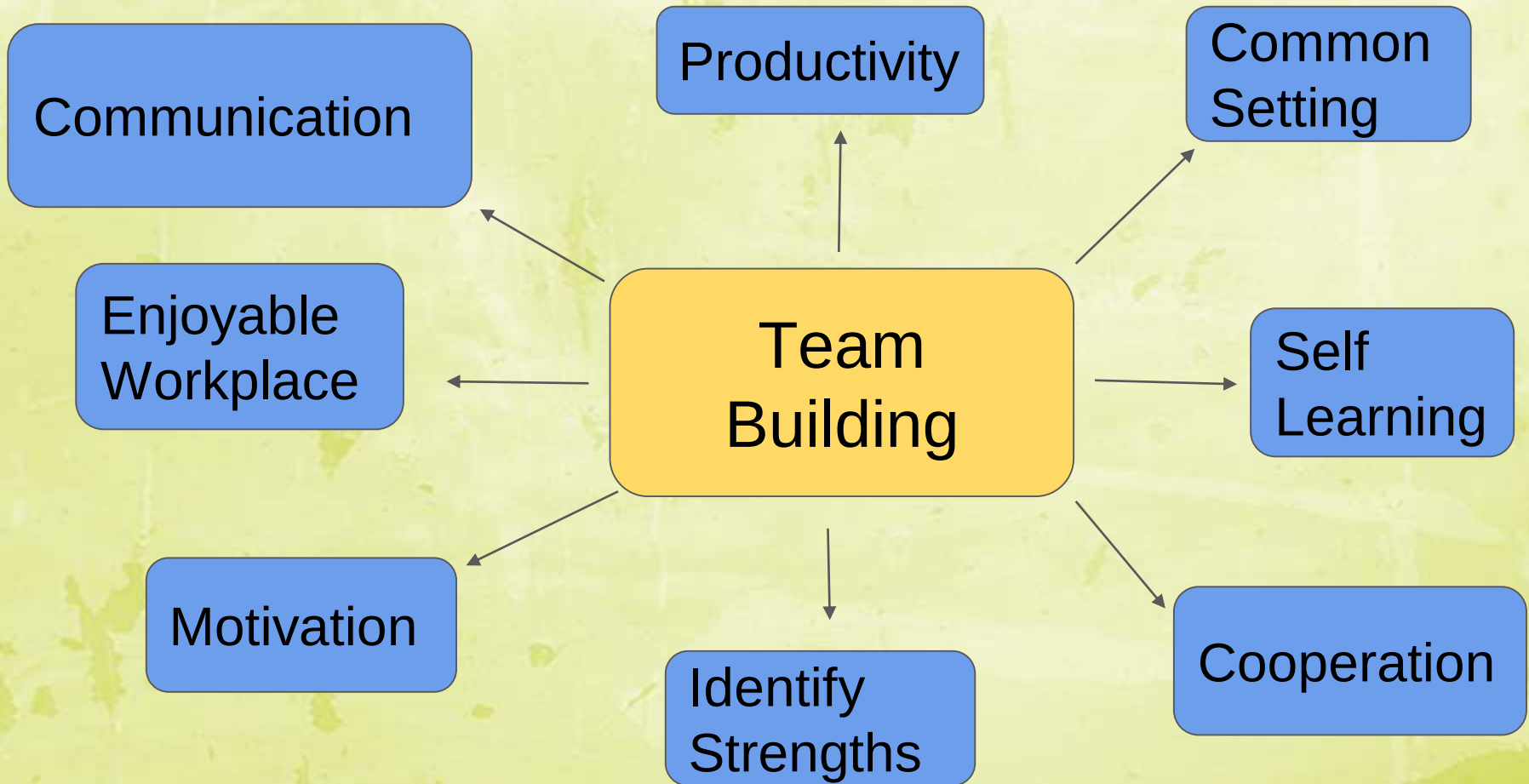
BUILDING A SUCCESSFUL TEAM

Building a successful team can require time and dedication.

to build a successful team, you will need to:



ELEMENTS OF SUCCESSFUL TEAMWORK



PRODUCTIVITY

- ❑ Leading a successful team, whether it's small or large group is never easy.
- ❑ Teaming different type of people with different temperaments can often lead to miscommunication and it can impact in workplace productivity.
- ❑ When team members feel connected to one another and to workplace they more often productive.

No Secrets

Building effective communication with your team depends upon people's understanding of the inner working as part of the team

Sharing

Don't just tell your team why their job is important, show them how their actions may effects team.

COMMUNICATION

Feedback

There must be an established method for team to provide and receive a feedback

Information

Feeding your team with lot of information regardless their experience or position will create misunderstanding

ENJOYABLE WORKPLACE

- ❑ **Work Family:** Where all the team members take care of each other, to find some activities to do together outside workplace, where they can enjoy each others company.
- ❑ **Celebrate Holidays:** Encourage your team to celebrate holidays at workplace dependent of their religions or culture.
- ❑ **Say Thank-You:** Show a little appreciation and positive feedback can go long way in helping your team happy and satisfied.
- ❑ **Surprises And Treats:** Bringing a small gifts can bright team's day from negative to positive.

Conclusion

❖ Teamwork is essential because it maintains an enjoyable work environment

Teamwork builds strong employee relationships because the more employees work close to each other, the more they get to know each other and develop a liking for each other. The more they work together, the more they learn and learn to live with each other's likes, dislikes, strengths, and weaknesses. When they work together for a long time, the team naturally becomes more collaborative, and this leads to a more enjoyable work environment for everyone. A pleasant work environment leads to higher productivity, and this helps organizations realize their goals quickly.

❖ Teamwork increases learning opportunities

Employees in an organization differ in terms of the level of work experience, expertise, and skills they possess. Collaboration enables these employees to interact with each other in a project. This interaction is a great learning opportunity for new employees because they can acquire skills they didn't have from more experienced employees.



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Thank you!

Any Question?