

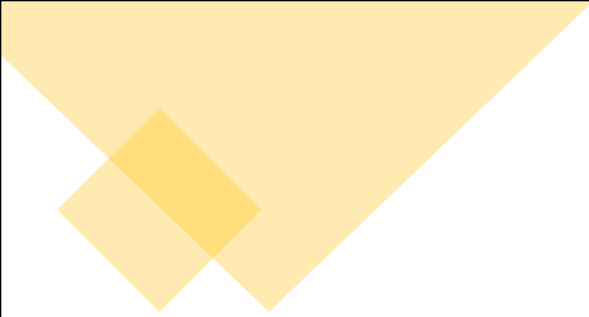
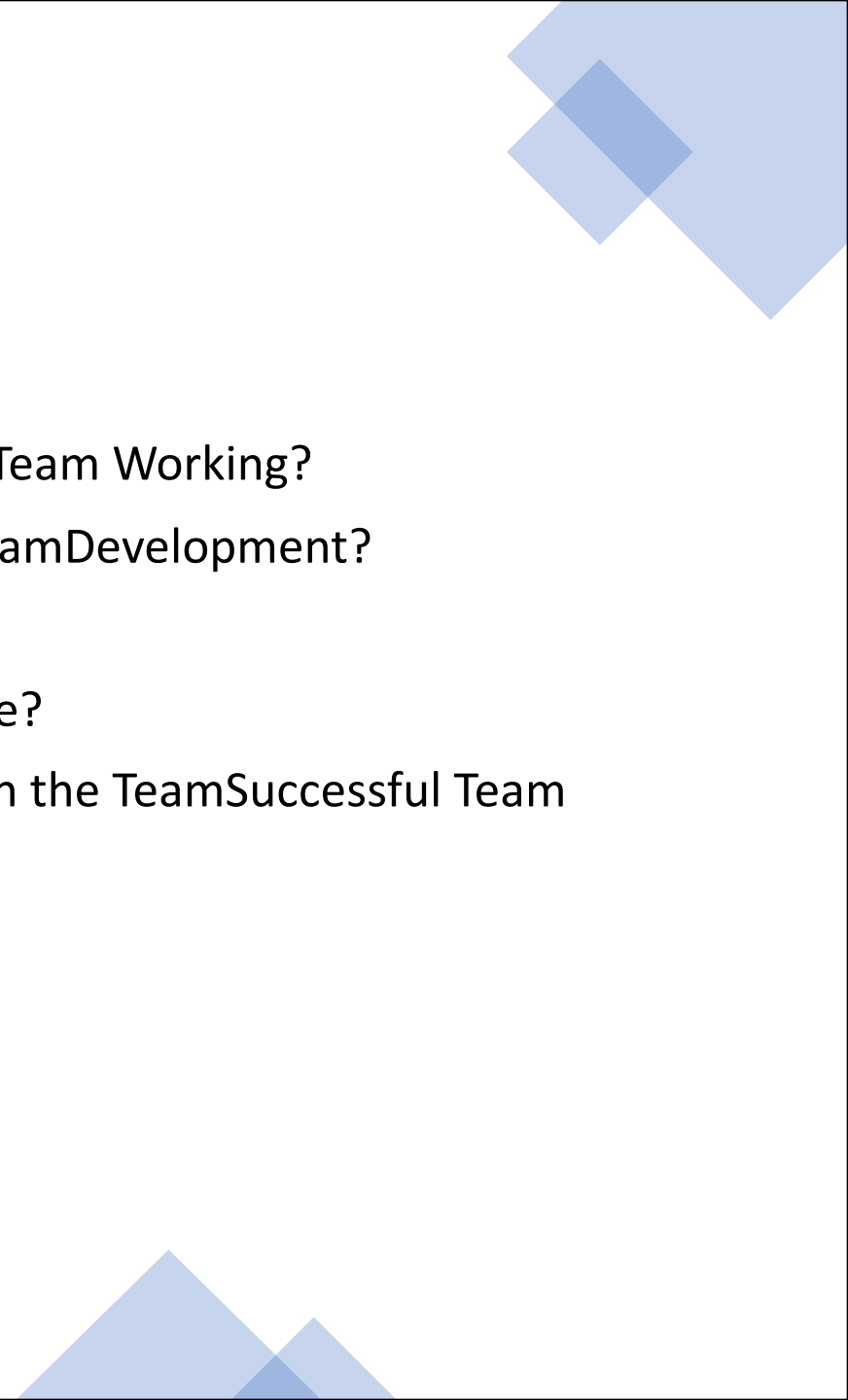
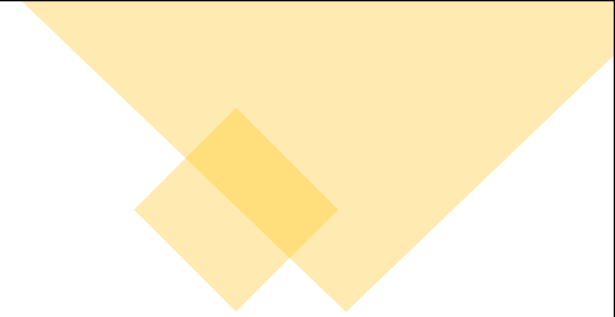
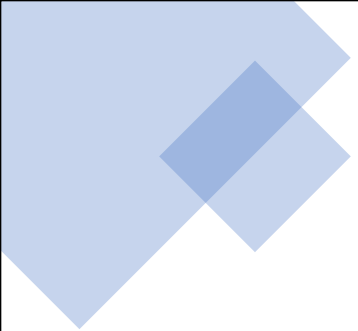


Table of content

- What are the Benefits of Team Working?
 - What are the Stages of TeamDevelopment?
 - What are Team Roles?
 - SituationalLeadership Role?
 - How to Manage Conflict in the TeamSuccessful Team Development
 - Reference
- 

One Good thing about teamwork.

- One good thing about teamwork is that you listen to different and creative ideas.
- People in groups will come up with so much things and then you all come to the table to organise those creative ideas to put it all together as a team.



•The second good thing about team work is that some people may not be strong as others so someone else can help them out.

•Feedback is so important and when you are working in a team is even better in some working environments they expect you to get certain things right straight away but when you have team members who want you to be better at what you do feedback is always important.



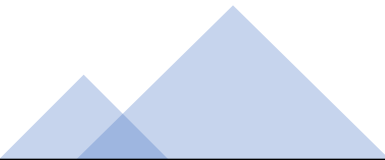


The third benefit of teamwork

- The third benefit of teamwork is that when the communication is good everyone understands their position that they play.
 - In every single team everyone has a position wether it is the leader, the designer, the person to research or more the most important thing is everyone sees eye to eye and is happy with the position that they play in the team
 - sometimes when you do work in a team not everyone understands that there is a lot of people who will want be in the leaders position and be in competition and would not understand that it comes with a lot of responsibility.
- 



The fourth benefit of teamwork

- When you understand the value of teamwork it will make you appreciate on how there is certain things you can't do it by yourself.
 - Humbles you and teaches you the more you have a team the more whatever you are trying to do will be stronger because there's more then one brain.
- 

The fifth benefit of teamwork

- Last but not least reason why teamwork is beneficial is because it will help you improve your communication skills.
- working as a team could make such a huge impact. One it can get you out your comfort zone, network with people and just understanding people whilst putting yourself in their shoes.



Tuckman's 1 stage of group development

1. *Forming*

- Confusion;
- Anticipation;
- Optimism;
- Excitement;
- Purpose.

Second stage of group development



2. Storming

- Competition;
- Lack of participation;
- Tension;
- Disagreement;
- Conflict.

Third stage of group development

3. Norming

- Acceptance;
- Efficiency;
- Consensus;
- Co-operation;
- Patience.



This Photo by Unknown author is licensed under [CC BY-SA-NC](#).

Fourth stage of group development

4. Performing

- Teamwork;
- Tolerance;
- Helpfulness and supportive;
- Friendship;
- Problem-solving and decision making.



Fifth stage of group development

5. Adjourning

- Sadness;
- Recognition;
- Proudness about achievements;
- Self-evaluation;
- Celebrating success.

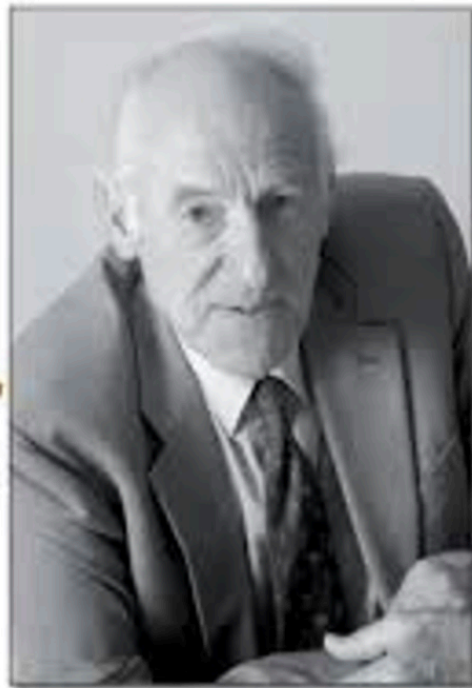


Belbin team roles

Belbin's Team Roles

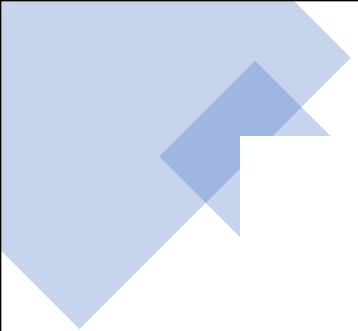
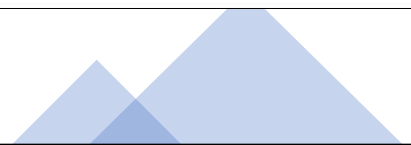
"What is needed is not well balanced individuals, but individuals who balance well with each other."

Belbin 2003

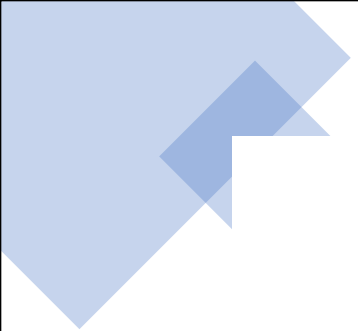


Team Role- Belbin scheme

- Belbin has played a very important role in the evolution and knowledge of team roles. He claims that it is a familiar concept for managers and management trainers around the world.
- Belbin classified team roles into 9 very well thought out categories to help us understand much easier. These are : Resource investigator, Team Worker and Co-ordinator, Plant, Monitor Evaluator and Specialist ,Shaper ,Implementer and Completer

- 
- 
- SHAPERS are people who challenge the team to improve , they are dynamic and always ready to help others develop or improve.
 - IMPLEMENTER are the people who get things done .
 - COMPLETER-FINISHER are the people who see if the projects are complet.
-
- 

- 
- COORDINATOR are calm people who can guide the team to achieve what they want.
 - TEAM WORKER are those people who can provide support and to fill the role of negotiations
 - RESOURCE INVESTIGATOR they explore available options and develop contacts and negotiate for resources on behalf of the team .

- 
- 
- PLANT are the creative innovator who comes with new ideas and approaches .
 - MONITOR-EVALUATOR are critical thinkers and are very strategic .
 - SPECIALIST are people who have specialise in knowledge that's needed to get the job done
- 

How to manage conflict in the team

- Conflict at the work place is common and , unfortunately sometimes affects companies and peoples life .
- That why it's very important to know how to manage the conflict in your team .
- A conflict can be triggered by different sources and factors that I will present in the next slides .

Sources of conflict

- Not the same purpose
- Advices , ideas or suggestions that are incompatible
- Difference between people : race , nationality, colour , religion, age gap , style , disability and also the difference between a man and a woman
- Missed information
- Values

Factors that can start a conflict

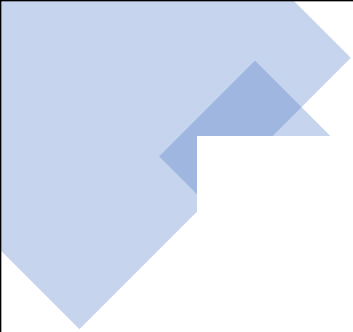
- Communication is the key in a team .
- Missed shared information, ideas and perceptions
- The structural factors refers to the levels a team have , this is a factor that frequently bring up conflict in a team .
- Personal factor that includes everyone's different aspects and perceptions.
- Raised voice/shouting

How to manage the conflict

- We need to try and understand every members needs and have a look in their opinions
- We need to listen to their problems and be always give a hand for help
- You should never be afraid or quiet if you have something to say , your critics might be helpful
- Always look in to the issue and try to find the cause , it's also important to discuss it together and find a middle point so everyone can be happy
- I also find a team conflict easily to be solved just by the tone of the voice .

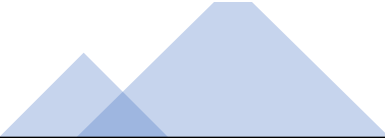
5 types of conflict managing by Thomas and Kilmann (1974)

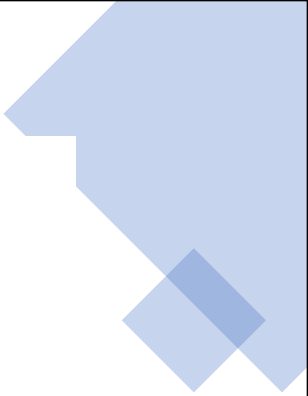
- Competition- when the attention is given more to the production than the people
- Collaboration- when both sides are mutual , and everyone is giving as much for the production and care for people
- Avoidance-when the interest for people and production is very poor and at the same rate
- Accommodation- when the concerns are equal and at a high rate for both team and production
- Compromise- the caring is given moderately for both



Successful Team Development

How to be a good team leader

- 1. Listen to others***
 - 2. Know what you taking about***
 - 3. Include everyone***
 - 4. Encourage your team***
- 

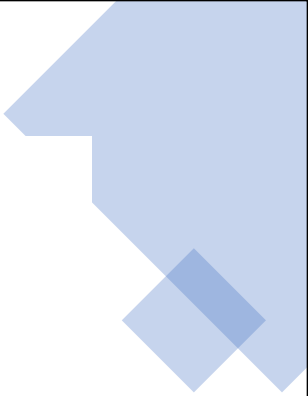


5 ESSENTIAL LEADERSHIP SKILLS

1. Communication
 2. Motivation
 3. Positivity
 4. Feedback
 5. Creativity
- 

TEAM BUILDING Skills

- 1. Problem-solving skills**
- 2. Responsibility**
- 3. Understanding feelings**
- 4. Honesty**
- 5. Empathy**
- 6. Patience**
- 7. Open mindedness**



How to improve the leadership skills

1. Connect with your team members
 2. Be open to new ideas
 3. Understand your own motivation
 4. Keep a positive attitude
 5. Take the initiative
-
- 

HOW TO KEEP A TEAM SUCCESSFULLY LIKE LEADER

- 1. Inspire confidence**
- 2. Manage attention**
- 3. Deliver constructive feedback**
- 4. Build trust**
- 5. Have some fun sometimes**
- 6. Respect to others**

References

- Edmonson A. , how to turn a group of strangers into a team (2017) Available
https://www.ted.com/talks/amy_edmondson_how_to_turn_a_group_of_strangers_into_a_team?language=en Accessed: 6 April 2022
- Indeed editorial team . (2021) the 9 Belbin Team Roles (with examples). Available at : <https://www.indeed.com/career-advice/career-development/belbin-team-roles> Accessed : 06 April 2022
- Laoyan, S. (2021) What are the stages of team development? Available at: <https://asana.com/resources/stages-of-team-development> Accessed: 6 April 2022
- Llopis ,G. (2012), '6 ways successful teams are built' Available at: <https://www.forbes.com/sites/glennllopis/2012/10/01/6-ways-successful-teams-are-built-to-last/?sh=7dbbee112b55> Accessed :10 April 2022
- The Team, Employment Hero (2021) . Employment hero , 'Team conflict management examples and tips for the workplace ' Available at : <https://employmenthero.com/blog/team-conflict-management/> Accessed: 7 April 2022