

EFFECTIVE TEAM WORKING AND COMMUNICATION

GROUP B

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Introduction



(Jones, 2019)

- Team working is an essential part which is related to the development of the individuals and of the workplace.
- The group dynamics can improve the objective achievement skill of the team members.
- The following presentation will focus on the benefits of teamworking.

Benefits of team working

- **Developed productivity of the organisation**
- **Improves productivity of the individuals**
- **Develops change of innovation**
- **Improves working environment**
- **Employee engagement development**



(Super, 2020)

Contd....

Benefits of Team Work



Quick Solution

Improve productivity

Distribution of Work Load

Diversity of Ideas

Better Decision

Motivation

Learning

- **Reduce the risk factors**
- **Proper conflict resolution**
- **Improves the time management**

(Super, 2020)

Stages of team development



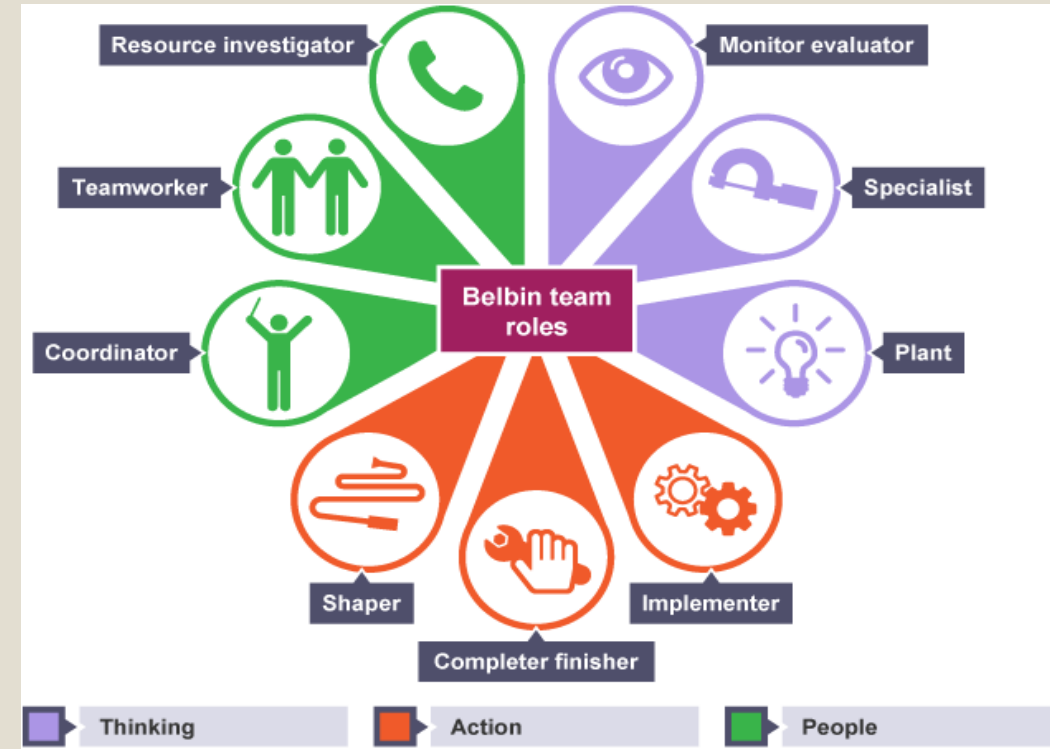
(Super, 2020)

- **Forming:** In this team development stage, the team members are initiated by the team leader to develop their communication to develop their understanding abilities.
- **Storming:** The stage focuses on providing the employees opportunity to give their ideas and opinions regarding the development of the organisation and of the team
- **Norming:** The third stage is the norming stage. In this stage, the team members do not need any specific guidance regarding their work from the team leader.
- **Performing:** The performance is the major part of any team development process.
- **Adjourning:** It is the last stage of the team development process. After completing the given task, the team achieve this stage.

Team roles

Belbin team role model

- **Resource investigator:** Finds ideas for the team development.
- **Team worker:** Improves the team management process.
- **Co-ordinator:** Focus on making the team to achieve the objectives.
- **Plant:** Solves the problems by implementing creative ideas.



(Shuffler, 2018)

Contd...



- **Monitor Evaluator:** Monitor and evaluate the situation of the employees.
- **Specialist:** Gives special touch to the project of the team.
- **Shaper:** The shaper keeps the team focused on the objectives.
- **Implementer:** The implementor plan by applying strategic decision.
- **Complete finisher:** The complete finished ensures that the task is completed properly.

(Super, 2020)

Managing conflict



(Gander, 2018)

- **Communication:** Lack of communication creates the conflict among the team members. Therefore, developing communication can help to manage conflicts.
- **Promoting benefit of teamwork:** Lack of knowledge of the team members regarding the benefit of team working can reduce their interest to work together and increase the conflict. Promoting the benefit of teamwork can reduce the conflict (Sahar, 2018).
- **Developing the leadership:** The lack of leadership can create conflicts. Good leadership reduces the conflicts within a team by providing them proper guidance.
- **Transparent working policy:** The conflict often can get created among the team members due to lack of transparency. Transparent policy can increase the working process of the team by reducing confusion and conflicts (Lynch, 2018).

Successful team development

- **Training and development:** Training improves knowledge of the team members and develop their team working ability.
- **Selective hiring:** The proper candidate hiring increases the positivity at the workplace to promote the team working.



(Jones, 2019)

Contd...



(Shuffler, 2018)

- **Motivation:** The motivation improves the working condition of the employees and they would feel more encouraged to work as a team (Jones, 2019).
- **Engagement improvement:** The employee engagement strategy increases the teamworking ability of the employees by making them more engaged with the organisation.

Conclusion

- Teamworking can have several benefits to the organisation.
- The organisational objective achievement cannot be possible within an effective team management.
- The team effort always helps an organisation to reach the wider goals.
- The following presentation has focused on the different stages of a team development.

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