



BMSK4002 AFFECTIVE TEAMWORK + COMMUNICATION

BY KIRSTY MUCHA

1911004

WHAT IS A TEAM?

- A TEAM IS A GROUP OF PEOPLE WHO WORK TOGETHER TO REACH A GOAL.
- A TEAM ALSO WORKS TO ACHIEVE THE SAME GOAL.
- A TEAM IS MADE UP OF PEOPLE WHO WANT TO ACHIEVE THE SAME OUTCOME AT THE END.
- A TEAM IS WHEN PEOPLE COME TOGETHER AND USE THEIR INDIVIDUAL SKILLS TO ACHIEVE A COMMON PURPOSE.

A GOOD TEAM HAS DIFFERENT ROLES.

- THERE ARE CORE ROLES REQUIRED TO BUILD AN AFFECTIVE TEAM, THIS WAS SAID BY DR MEREDITH BELBIN. (1981)
- A GOOD TEAM HAS A STRONG LEADER WHO CAN OUTLINE A GOAL THE TEAM ARE WORKING TOWARDS.
- A TEAM IS INDIVIDUALS WHO BALANCE OUT WELL WITH OTHERS THEIR MEMBERS.
- HAVING INDIVIDUALS WHO BALANCE WELL WITH OTHER MEMBERS OF THE TEAM MAKE THE GOAL EASIER TO ACHIEVE.

BRUCE TUCKMAN

- BRUCE TUCKMAN COME UP WITH HIS FIRST GROUP DEVELOPMENT IN 1965.
- TUCKMANS GROUP DEVELOPMENTS COME UNDER DIFFERENT CATEGORIES.
- HIS CATAGORIES WERE KNOWN AS FORMING, STORMING, NORMING, PREFORMING.
- AT THE END OF TUCKMANS DEVELOPMENT CYCLE CAME MOURNING.
- MOURNING IS ALSO KNOWN AS ADJOURNING AND TRANSFORMING.

FORMING

- FORMING IS A GETTING TO KNOW EVERYONE IN YOUR GROUP STAGE.
- DURING THE FORMING STAGE PEOPLE INTEND TO SOCIALISE A LOT.
- PEOPLE ALSO HAVE A LOT OF QUESTIONS DURING THIS STAGE OF THE CYCLE AS THEY GET TO KNOW THE OTHER TEAM MEMBERS.
- TEAMS TEND TO FOCUS ON GROUP IDENTITY AND THEIR PURPOSE OF BEING THERE.
- THE FORMING STAGE IS A CHANCE FOR PEOPLE TO SHOW THEIR EAGERNESS TO THE OTHER TEAM MEMBERS.

STORMING

- DURNING THE STORMING STAGE THE TEAM START TO ADDRESS THE TASK GIVEN TO THEM.
- TEAM MEMBERS WILL START TO DISCUSS ANY IDEAS THEY MAY HAVE REGARDING THE TASK.
- DURING THE STAGE RELATIONSHIPS BETWEEN THE TEAM WILL BE MADE AND BE TESTED.
- IT IS ESSENTIAL THAT THE TEAM HAVE A STRONG LEADER DURING THE STORMING STAGE.
- IT ACCURES THAT EMOTIONS CAN TEND TO RUN HIGH DURING THIS STAGE OF THE CYCLE.

NORMING

- THE NORMING STAGE OF THE CYCLE IS NORMALY WHEN THE TEAM AGREE ON RULES THAT HAVE BEEN SET.
- DURING THE NORMING STAGE THET ALSO UNDERSTAND HOW THEY ALL WORK AND CAN VALUE EACH TEAM MEMBER.
- YOU CAN SEE THAT DURING THE NORMING STAGE THAT THE TEAM MEMBERS ARE MUCH MORE INGAGED WITH EACH OTHER.
- THE TEAM ALSO BECOME SUPPORTIVE OF EACH OTHER DURING THIS STAGE.

PREFORMING

- YOU CAN OFTEN SEE A HEALTHY SYSTEM GOING ON WITHIN THE TEAM DURING THE PREFORMING STAGE.
- IN THE PREFORMING STAGE OF THE CYCLE YOU WILL SEE THAT TEAM MEMBERS DEMONSTRATE THEIR INDEPENDENCE.
- TEAM MEMBERS WILL SHOW KNOWLEDGE AND COMPETENCE DURING THIS STAGE.
- THERE WILL BE A HIGH LEVEL OF RESPECT AND COMMUNICATION BETWEEN THE TEAM MEMBERS IN THE PREFORMING STAGE.
- THE TEAM WILL HAVE THE ABILITY TO PRODUCE EFFECTIVELY.

MOURNING

- THE MOURNING STAGE IS THE STAGE WHERE YOU RECOGNIZE CHANGE.
- THIS STAGE PROVIDES TEAM MEMBERS WITH AN OPPORTUNITY FOR ACKNOWLEDGMENT.
- TEAM MEMBERS RECOGNIZE THE TEAM'S EFFORTS AND ALSO INDIVIDUAL EFFORTS.
- DURING THE MOURNING STAGE IF A NEW TEAM MEMBER ARRIVES THEN THE CYCLE WILL START AGAIN FROM THE FORMING STAGE AS THE TEAM GET TO KNOW THE NEW INDIVIDUAL AS THEY ALSO GET TO KNOW THE TEAM.
- IF A TEAM SEPARATE DURING THE MOURNING STAGE, THEY CAN JOIN ANY STAGE OF THE CYCLE AGAIN IF THEY EXPERIENCE A CHANGE.

CONCLUSION

- TO CONCLUDE THIS POWERPOINT I HAVE LEARNT THAT TO MAKE A GOOD WORKING TEAM YOU NEED TIME AND PATIENTS.
- I HAVE ALSO LEARNT THAT EVERY TEAM WILL GO THROUGH THE BRUCE TUCKMAN GROUP DEVELOPMENT AT LEAST ONCE.
- IT ALSO TAKES A GOOD LEADER TO IDENTIFY WHERE IN TUCKMAN'S CYCLE THE TEAM IS AS A WHOLE.