

A hand-drawn illustration of a glowing lightbulb with a yellow glow, surrounded by various business-related icons and text. The lightbulb has a blue and red scribbled filament. Surrounding it are icons for a brain, creativity, genius, plan, work, business idea, and various charts and graphs. The background is a textured, light gray.

Stages of Team Development

Lecture: Soban Sadiq

Benefits of Team Working

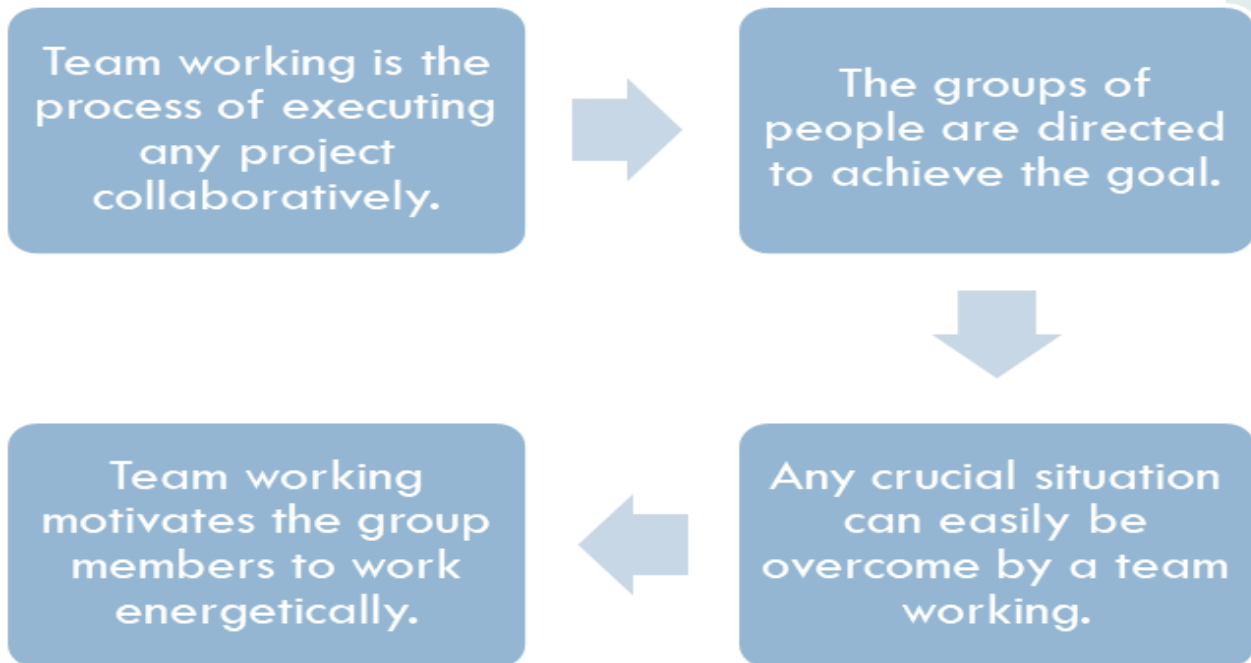
From
Me to We



Teams Drive Innovation, Productivity and Growth

Companies are constantly adapting to provide the most efficient and productive work environments for their employees. The team—not the individual contributor—is the new secret for business success.

Definition of Team Working and Its Benefits



Best Practices of Team Working

In professional team working, establishing trust is very important.

Understanding self and others and placing behaviours accordingly are essential (Watkins et al., 2018).

Setting principles to enable teamwork is necessary.

Conducting polling on any issue is vital.



Ways To Get Benefits of Team Working

Team building needs to be treated as an ongoing activity rather than a one-time set-up.

Leadership efficiency should understand the timing to lead and when to step back.

Reflection reports need to be prepared daily by the individual members of the team.

The management should be ready to give and accept the feedback for getting better efficiency from the team.

TEAMWORK BENEFITS

1. MORE CREATIVITY
2. COMPLEMENTARY SKILLS
3. SUPPORT NETWORK
4. CONFLICT RESOLUTION
5. ATTRACTING TALENT
6. IMPROVE WORK PACE



Explication of Team Working Benefits

Team members feel strongly motivated.

Productivity of the organisation gets increased.

Reputation and the brand image of the company reach the highest level.

Quick problem-solving and decision-making are enabled.

Assorted ideas help to form exceptional and innovative creations.

Benefits of team work



Quick Solution

Improve productivity

Distribution of Work Load

Diversity of Ideas

Better Decision

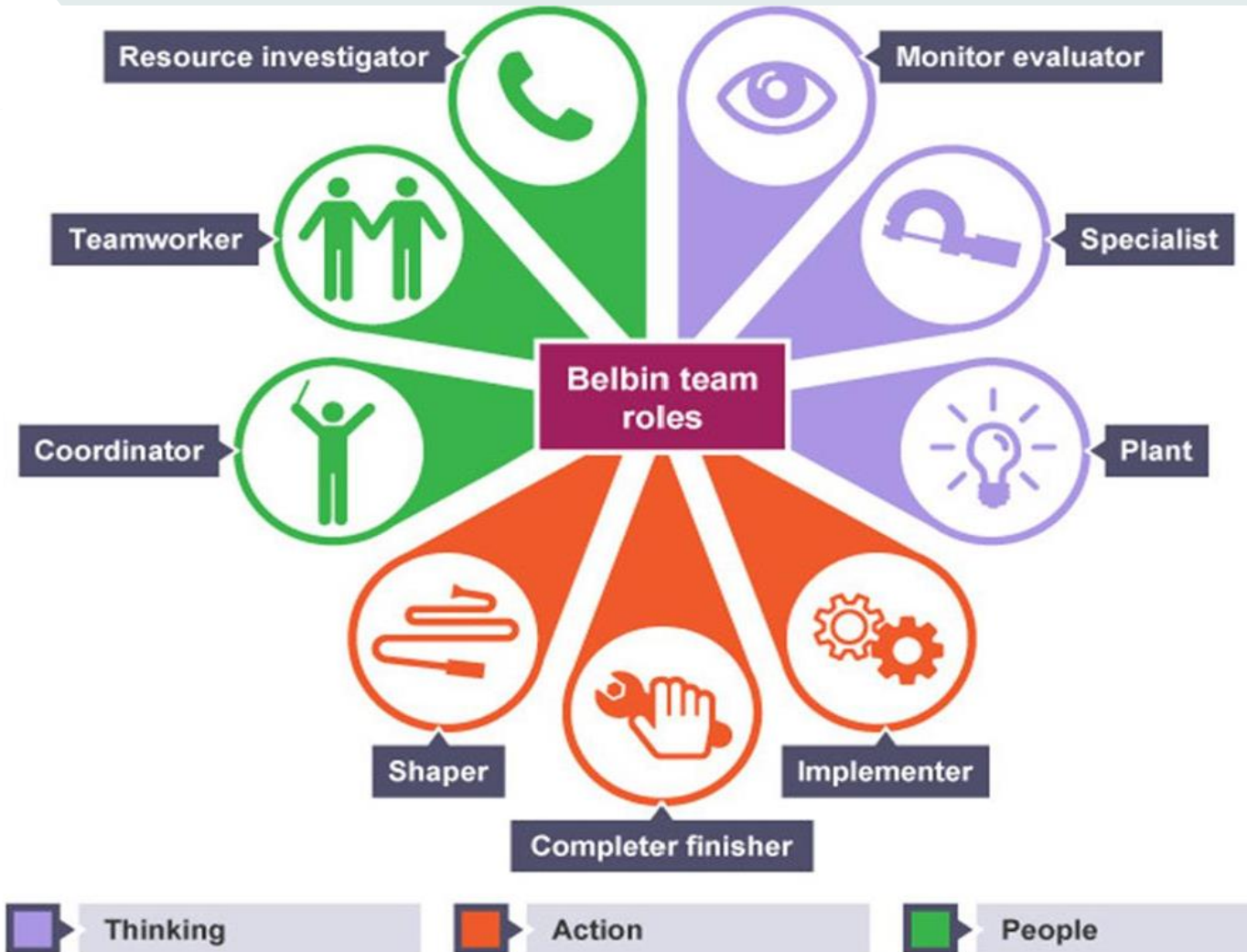
Motivation

Learning

Team Roles

Team roles in Belbin theory

- Resource investigator
- Team worker
- Co-Ordinator
- Plant
- Monitor evaluator (MOTORNAYA, 2019)
- Specialist
- Shaper
- Implementer
- Completer finisher



Belbin theory

- Resource investigator and Team worker
- The resources investigators are enthusiastic, outgoing, develop their contacts as well as explore their opportunities.
- Team workers have the strength that they are perceptive, diplomatic, and co-operative in their work.
- They can tend to avoid confrontation and are indecisive in crunch situations (Stacho, et al. 2019).
- They can identify the work that they complete and require on the behalf of their team.



- Co-Ordinator and Plant
- Coordinator needs to focus on the objectives to draw out the delegate works and team members appropriately.
- They have the strength to be more confident about their measurable goals, mature and identify the talents (Salvetti, et al. 2018).
- Plants tend to be highly creative and problem-solving stages.
- It has the strength that it generates the ideas, free thinking, imaginative, creative, solve some difficult problems and generate the ideas.

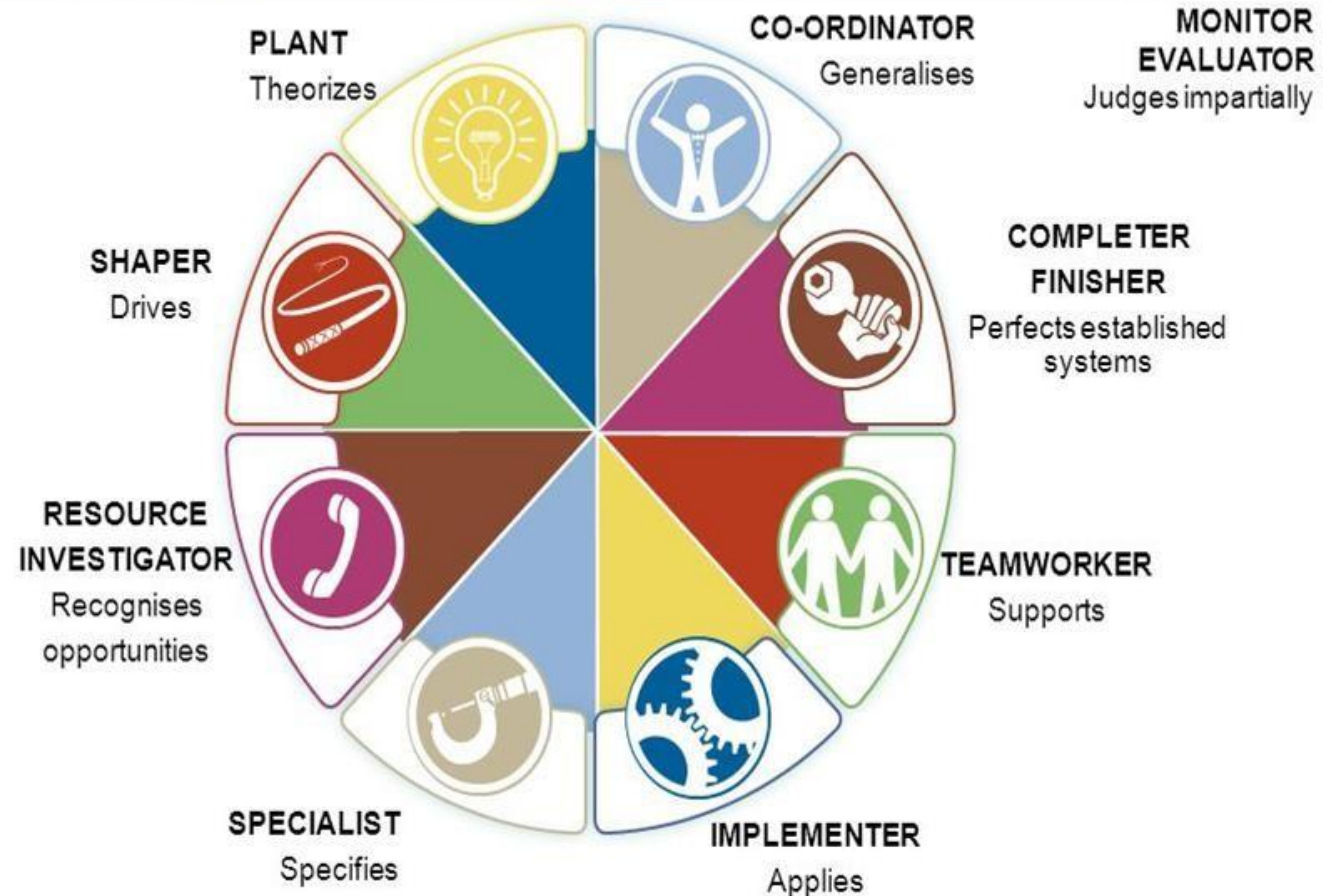
Belbin's Team Roles Tables

Action Oriented Roles	Shaper	Challenges the team to improve.
	Implementer	Puts ideas into action.
	Completer Finisher	Ensures thorough, timely completion.
People Oriented Roles	Coordinator	Acts as a chairperson.
	Team Worker	Encourages cooperation.
	Resource Investigator	Explores outside opportunities.
Thought Oriented Roles	Plant	Presents new ideas and approaches.
	Monitor-Evaluator	Analyzes the options.
	Specialist	Provides specialized skills.

- Shaper and Implementer
- The strengths of the shaper is to thrive, dynamic and challenging on the pressure as well as the courage to overcome the obstacles (Lee, and Song, 2019).
- Implementers need to plan the workable strategy as well as carry out it efficiently as it is possible for them.
- They have the strength that they are efficient, reliable and practical in their working.



Team Role Opposites



- Completer finisher
- Completer finisher has to bring the depth knowledge in the key area of their team
- They have the strength that they are anxious, conscientious, and painstaking (Eisenberg, Post, and DiTomaso, 2019) .
- Most effectively used at the end of the task.





Successful Team Development

By Saleha Shirin 2029506

What is successful team development?

- Working effectively together
- Good communication skills
- Time management
- Complementary skills (Katzenback and Smith, 1933)



Why is communication important?

Good communication helps successful team development because it allows members to talk to each other easily so they know what tasks need to be completed and how to complete it easily. It also helps the team understand each other and avoid confusion.



How to achieve successful team development?

- Direct communication
- Feedback
- Deadlines
- Identify individual strengths and weaknesses (Belbin)



Difficulties of successful team development?

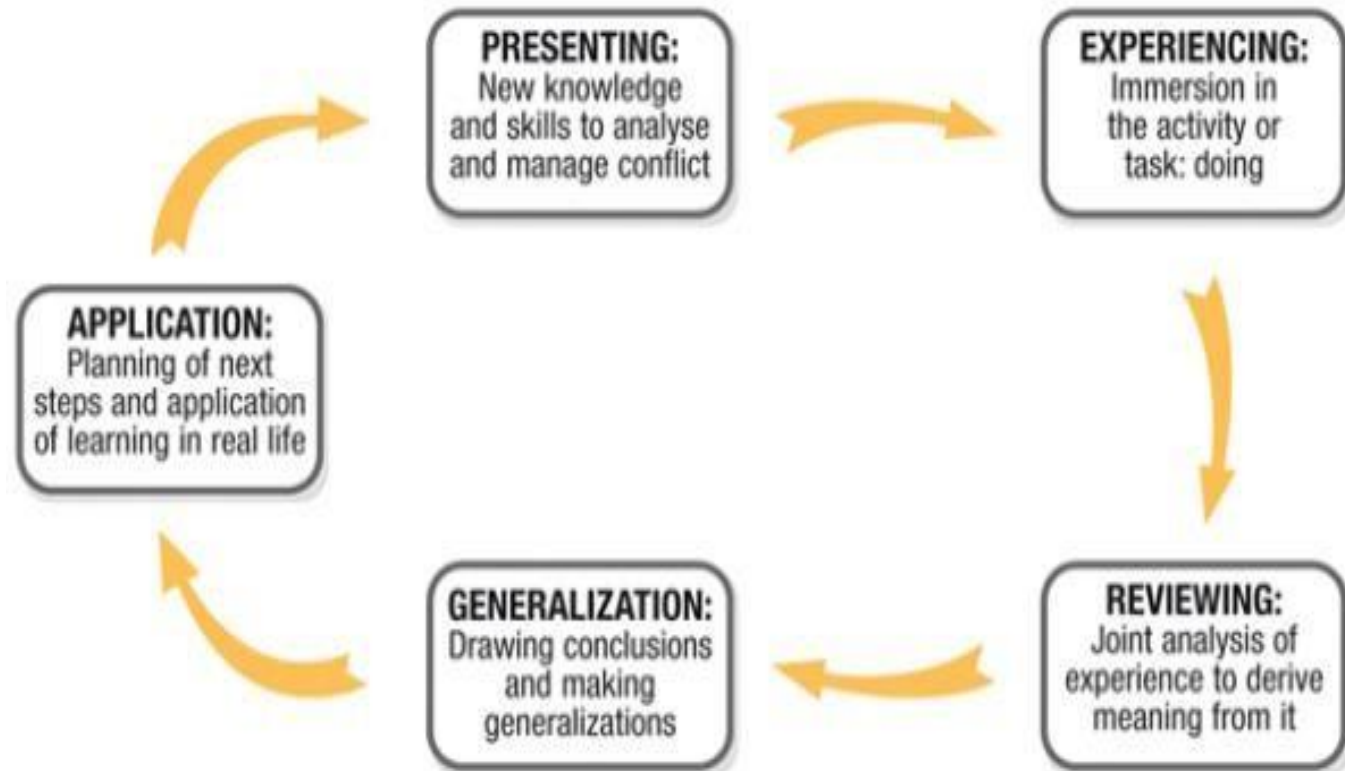
- Need to ensure everyone is working together
- Miscommunication
- Everyone needs to meet deadlines



MISUNDERSTANDING

Managing conflicts

- Conflict management is observed as one of the most significant factors within the organization
- Conflict creates several issues within the organization that lead towards a degraded productivity (Eisenberg *et al.* 2019)
- Conflicts are also observed to be negatively impacting on organizational growth



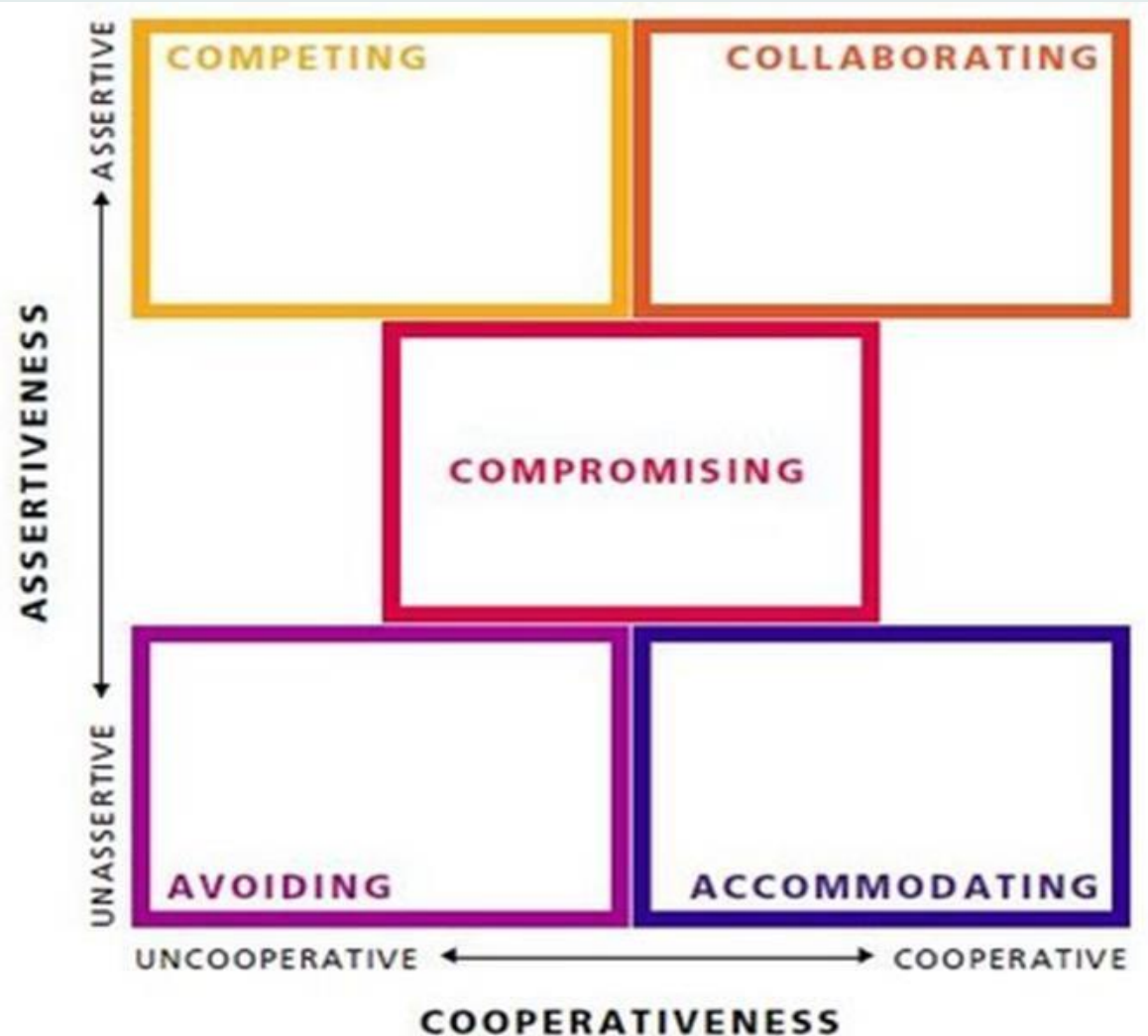
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- The aim of conflict management is associated with enhancing the learning among groups and group outcomes.
- It also includes the effectiveness of organization. (Marlow *et al.* 2018)



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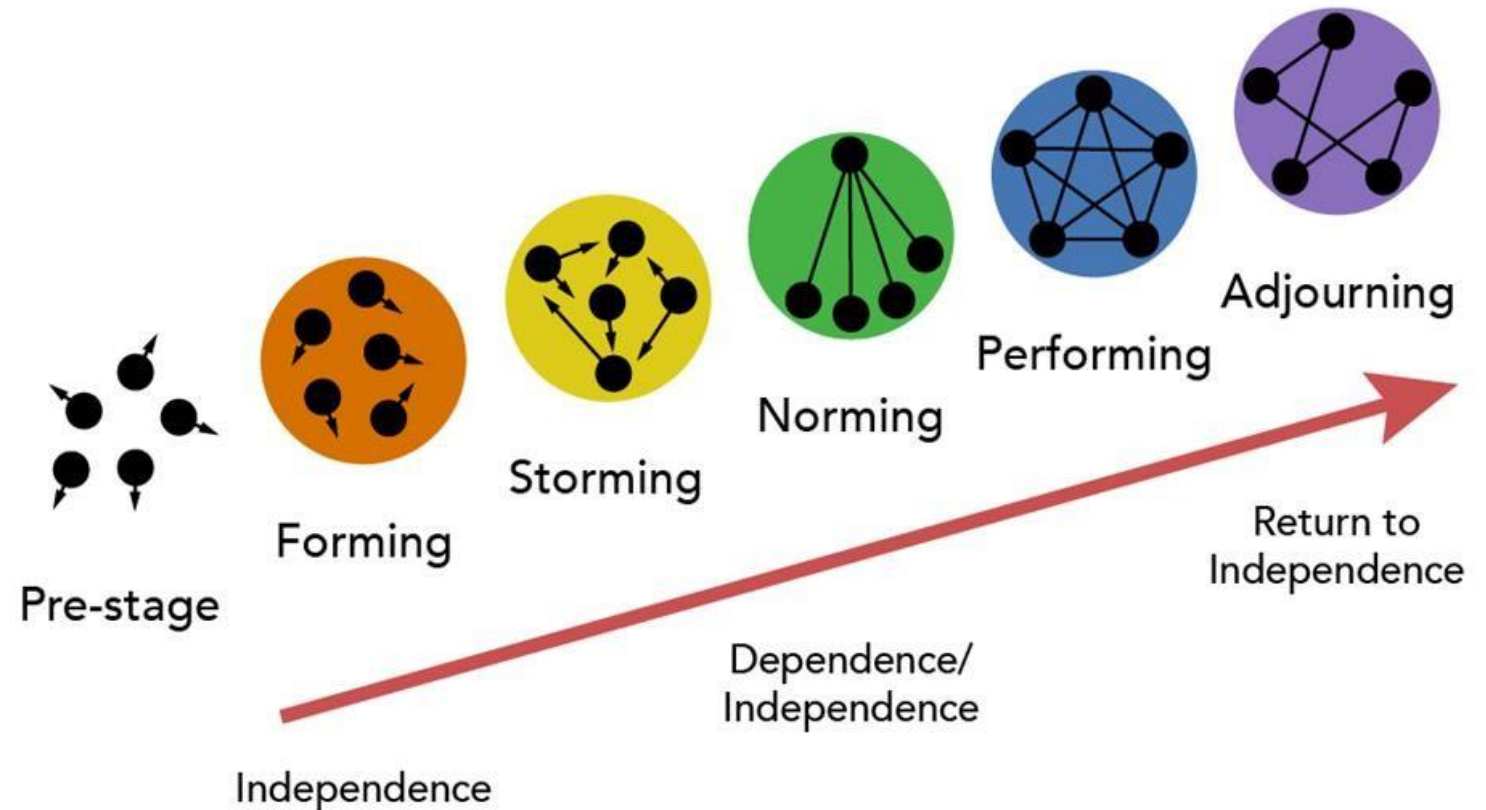
- Managing team can be done in several ways one which the incorporation of Thomas-Kilmann Conflict Mode Instrument (TKI)
- TKI model is associated with using different processes such as competing accommodating avoiding collaborating and compromising at the time of handling with conflict (Stockdale *et al.* 2018)
- It is also associated with maintaining cooperation among employees



Stages of team development

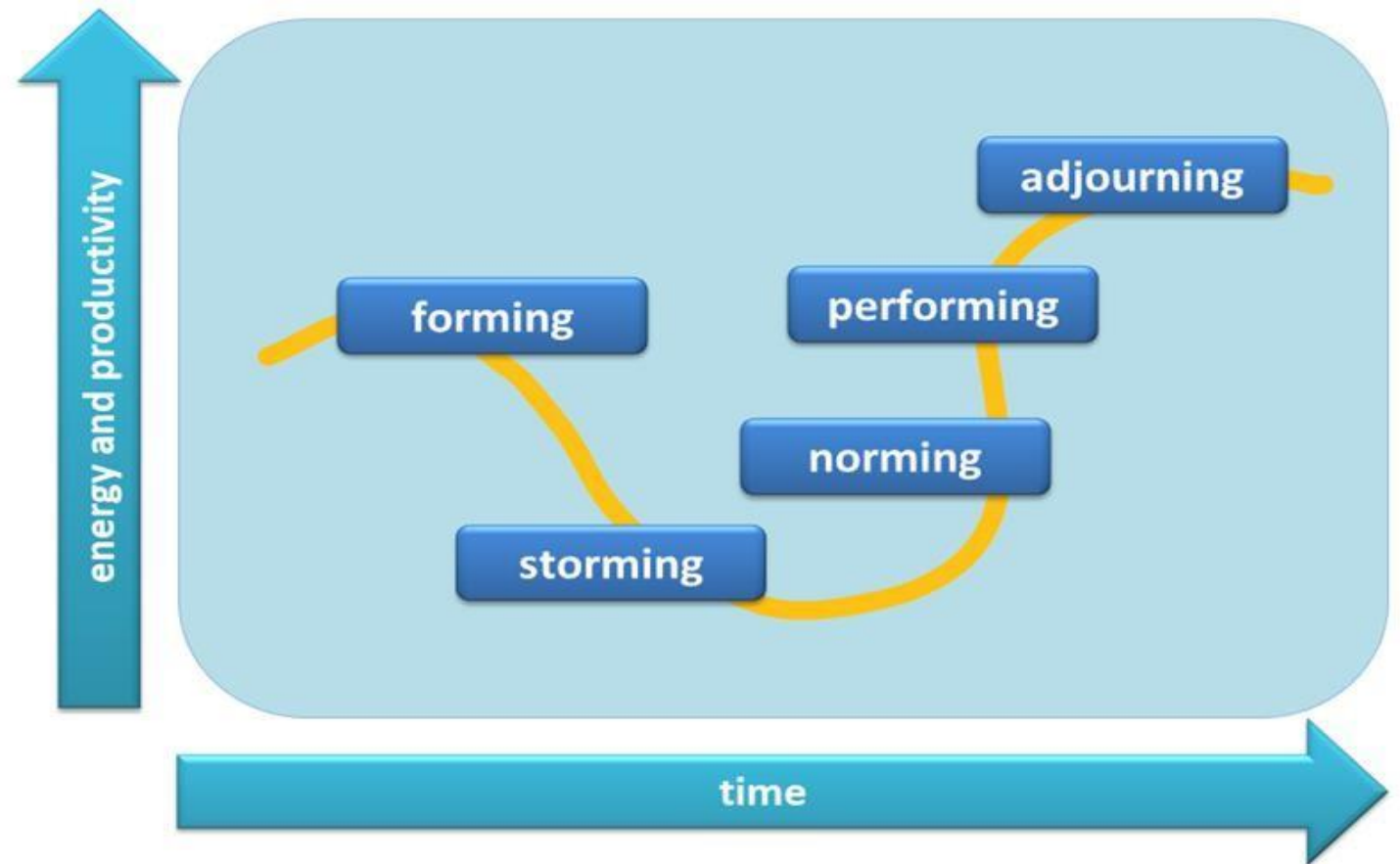
- Stages of development is observed to be involved with several stages such as forming, storming, norming, performing and termination

- These stages of team development are observed to be involved with enhancing the development of team in such a manner that organizational productivity gets enhanced in sustainable manner (Malekian *et al.* 2020)



Continued..

- Tuckman's model of team development is associated with five stages
- The five stages of this model are associated with forming, storming, norming, performing and adjourning.
- Forming stage of team development involves team formation as well as providing rules and responsibilities to long with making all of them understand regarding rules regulations and the goal of team (McLarnon *et al.* 2019)



Conclusion

Effective teamwork and communication is important in safety. We demonstrate positive attitudinal and knowledge effects in a large-scale interprofessional.

Is delivered in an extraordinary complex environment. Despite highly skilled, dedicated, there are currently unacceptably high levels of communication failures and adverse events.

Effective teamwork, in conjunction with reliable processes, is essential for the consistent delivery of high-quality.

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THANK YOU

