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Summary (Abstract)

For a team to be successful , members must work together in harmony with one another. This case study describes the necessity of teamwork by highlighting a view or opinion that is incorrect because based on faulty thinking or understanding, in scenarios in which Steve the manager of Pellsall Hall did not have the whole picture while dealing with a problem. Ways to build successful team to overcome the obstacles that stand in the way of doing so will be explored as a manager's concerns in this evaluation.

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Introduction

Recommendations will be made for Steve Brooke for Pellsall Hall through Belbin, Tuckman and other credible sources. This case study illustrates the necessity of team work by highlighting misconceptions and scenarios in which Steve did not have the whole picture while dealing with a problem. Some may be unable to get regular, high quality treatment as a result of this condition. For a team to be successful, members must work together in harmony and harmony with one another (Higgs, 2013). How to build a successful team and overcome the obstacle that stands in the way of doing so will be explored as a manager's concern in making judgement of the amount and value. Manager Steve should follow these steps to build the four pillars of success. Team members must have the same identity and the same understanding to build a sense of unity.

Overview of team working

- **What defines a team**

To put it in another way, a team is a collection of individual who work to achieve a shared goal or purpose . It is easier to take calculated risk that lead to creativity when one has the backing of a group behinds one 's backs. Personal development., job happiness, and stress reduction are all enhanced by having strong leadership, opens lines of communication, and ready access to enough resources.

- **What contributes to effective teamwork**

Trust, communication , and good leadership are building blocks of a good , successful organization; a focus on good objectives and a shared responsibility for success are essential or failure. However the team's ability to work efficiently will be hindered if there is no mutual trust and open communication. Effective teamwork in the workplace requires the following three elements.

- Based on a foundation of mutual respect and trust

- Communication and delegating with clarity.
- The freedom to exchange ideas and have new technologies.

Having a good team environment in a place may serve as a support system for employees in any business. Good team is a collaborative approach in which each member is dedicated to and actively involved in achieving a common objectives (Maples, 2011). When member of a team work together , they can bring out the best in each others 'qualities. To guide a firm to success, executives must support and develop their employee's collaboration abilities.

Models of team development

A Team Development Model shows how a group progresses from being a group to a team. Using Team Development Models, the subtleties and phases of the team group's journey may be better comprehended toward the shared objective. Team Development Method may also assist leaders to reduce the experimental path to develop exceptional and high performing teams that stay (Kumar et al, 2015).

He came up with the idea back in 1965 while he was working as psychologist at Cornell university. Team formation Storming, Norming , Performing and Adjourning were included in the five phases of team growth. His team development model lays out the route that teams take to achieve high level of success.

Forming; A team's initial formation consists of assembling its basic organizational structure. As a result of urge to be accepted into the group, team members are unsure of themselves and avoid disagreement at all costs.

Storming: This stage begins to occur as the process of or organizing tasks and processes surface interpersonal conflicts. Leadership , power, and structural issues dominate at this stage.

Norming: They are establishing new methods of doing and being together. Leadership shifts from a single person in control to a collaborative effort. For shared leadership to be successful, team members learn to trust each other.

Performing: Independence amongst all members of the group is the norm at this level. Individual in the team might change their roles to match the demands of the group. Both professionally and emotionally, this is an exciting time.

Adjourning: During this stage many team members are preparing to leave the course , which might have a substantial impact on the teams structure, membership or purpose. They go through a period

of transition and transformation. For the team to continue working effectively , they must also take time to process their emotions of loss and loss of control.

It is important to know that Tuckman's concept acknowledges the reality that organizations do not begin fully formed and functional (Nasr, 2015). From the earliest phases of team formation through the last stage of team cohesion and task focused news , teams go through clearly defined stages according to the writer.

Team roles

For a team to be genuinely successful , its members must have a common goal and be driven to achieve it. They must have a common understanding of what success looks like and willing to do whatever it takes to get there. For a variety of reasons, team cohesiveness is critical, including:

- ✓ Improved team work as a result of better communication
- ✓ Greater success in achieving organizational goals and objectives
- ✓ A reduction in the number of times managers have to spend micromanaging their teams
- ✓ Reduced resources consumption as a result of the efficacy and efficiency of a team
- ✓ Employees that are part of a cohesive teams are more satisfied with their work

The Belbin Team Roles

This study by Meredith Belbin found the most effective groups to have a wide range of personalities. Plant , Monitor, Evaluator , and Specialist (the thinking position) are among the nine Belbin Team Roles. The other three roles a Shaper (the implementing roles), Completer, (the implementing role), and Resources investigator (the social role) (action or task roles). To accomplish corporate goals , Belbin Team Roles is a useful tool for people, groups and organizations.

Self – perception Inventory and Observer Assessment make up the Belbin test. Belbin Team Role Reports may be utilized to educate new workers , resolve a disagreement , or enhance high performance levels already in place to increase communication and cooperation between people and teams (Oduma et al , 2012). With the help of Belbin Team Roles, one may expect:

- Behavior based teams instead of a focus on titles
- Personally types who change their behavior to the circumstances and business requirements.

- Team performance improves when the right individuals are doing the right things.
- The use of common language to communicate team contributions in a non-personalized way (Maples, 2011).
- Conscious , not gut based , decision making that is guided by facts rather than intuition.
- Self-assurance in making judgements that affect other individuals.

The Belbin Team Roles are used to determine the strengths and weaknesses of individuals in the workplace. Individuals and teams may better communicate and collaborate when they use the language provided by Belbin Team Role report while training new employees , settling dispute within the workplace, and improving existing performance.

Discussion

A high performance team is more than simply a collection of brilliant people. Effective teams consists of individuals driven by common goals and united by a common purpose. They must have clear , objectives and be dedicated to each other 's success to succeed as a group . As more and more people choose to work from home everyone in your team must be on the same page when it comes to project goals and objectives. Responsibility for project timetables and delivery has to be established, so this will need clear communication. It's important to build trust amongst remote team members to overcome the distance between them.

Advantages of effective team working

The following are some of the benefits of collaboration in the workplace:

Increased output: members of a team who contribute to the achievement of goals feel appreciated, supported, and devoted to the group as a whole. This may lead to happier , more productive , and motivated employees.

Meeting deadlines: On their own people can only do so much in such period. Bringing individuals together in teams may result in increased output, less effort , and meeting deadlines in time.

Problem solving: When it comes to addressing problems teams bring in together individuals with a wide range of perspectives., degrees of expertise, and methods of doing things. Finding answers to problems is frequently more successful when done by a group of individuals than one individual working alone.

New ideas and opportunities : When people work together , they might come up with fresh ideas for new products and services as well as new business opportunities.

Strong bonding: Teamwork fosters solid ties amongst coworkers. Team members need to get to know one another so they can have better grasp of each other's unique strengths and shortcomings. Building trust and fostering more open and spontaneous conversation are two of the many benefits of cultivating close personal ties (Marshall et al, 2021).

Flexibility: working in groups may aid in the transmission of information and skills among members of the group. Individuals will be able to step in to fill the void left by the absence of others on the team.

Enrich morale: Individuals who feel that they are part of a team and are appreciated by their coworkers are more likely to have a positive attitude.

The barriers to effective teamworking identified in this scenario

When working together, teams will come across variety of obstacles . Ten of most common typical roadblocks to organization faced by groups of professional, and how to overcome them:

- A lack of leadership skills
- Misunderstanding of the mission
- Gaps in information flow
- A lack of belief
- Making decisions that are unequally distributed
- Problems with holding people accountable
- Mismanagement of the work flow
- Separation by use of physical barrier

Taking the PEE

A wonderful way to organize paragraphs around new ideas and give the argument new direction is the Point, Evidence and Explanation (PEE) technique . a clear understanding of workplace problem is vital since PEE demonstrates to the manager that he is capable of providing a complete answer to the employees.

Point: to make a point the manager has to be clear on his ideas, what he intend to do and communicate it to his workforce. Strong points will give the idea that the speaker understand what they are talking about and they have organized there response effectively, which is more likely to impress staff members.

Evidence: by providing proof managers may demonstrate their experience and expertise and ability understand of the subject by citing relevant research that backs up there claims (Hulse et al, 2012). In addition , it demonstrates the validity of his thesis.

Explanation: A clear explanation of the quotes meaning and relevance to his argument is shown by his explanation of it. Additionally , he can express his thoughts and ideas more freely. As a result , he can form his conclusion based on what he has learned and connect the dot in his mind. H is critical thinking abilities will be developed and he will amaze the staff there.

Conclusion and recommendations

Effective teams consists of individuals driven by common goal and united by a common purpose . The appropriate people and components are essential , but they must also be out together correctly (Wynn, 2019). If a team is to succeed , each member must be given a position and duty which they are most comfortable with. Using the language used by Belbin Team Roles reports may help individuals and groups better communicate and interact with one another. There has to be a period where for the team to deal their feelings of loss and control.

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