

REMIF GROUP PRESENTATION

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INTRODUCTION



teams are organizational groups formed with a certain objective and they have a certain task to fulfil



They represent a group of people who have complementary knowledge skills, which are devoted to the common objectives and have a feeling of mutual responsibility



Team work is a social activity that involves interaction and exchange of ideas and activities



Work done by several associates with each doing a part but all subordinating personal prominence to the efficiency of the whole

BENEFIT OF TEAMWORK

- The task of project will be taken to end much faster by working as a team, unless they are made by one person
- The end of result can be a much better one than a project worked individually
- The beginners will have the change to accumulate new knowledge from experienced colleagues; knowledge that they can develop and offer new perspectives
- By confronting different ideas, the team generates more innovation and creativity than an isolated person
- Teamwork can be extreme motivating because each project brings with it the experience of contact with others and the joy of benefiting from their support

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- Another advantage of teamwork is the development of empathy
 - A constructive and positive approach to communication at the interpersonal level, especially in unpleasant situation
 - Support offered for learning and overcoming difficult situation as soon they arise
 - Ensuring equal access of all members of the expression of their opinions and concerns
 - Fair treat for all
 - Teamwork causes each members, sustain and not think individualist
 - Team members are more indicated to solve complex problems that require different opinions and knowledge

DISADVANTAGES OF TEAMWORK



Arguments and misunderstanding are frequent



Can be quite frustrating for same, especially when partners do not meet their commitments



Fear of conflict and involvement



Another negative consequence of teamwork can also be a low sense of personal satisfaction at the end of a project

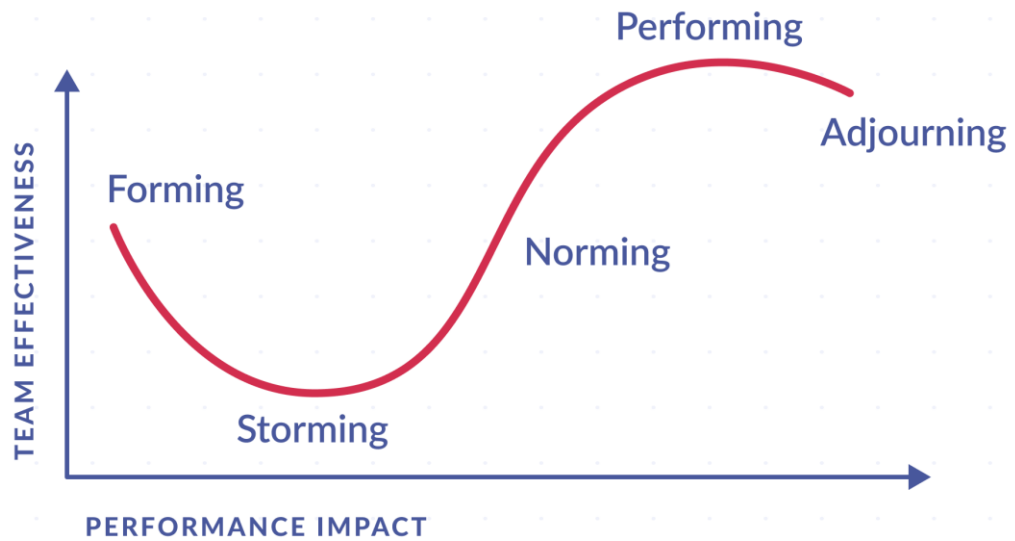
STAGES OF TEAM DEVELOPMENT



- **Forming stage**-The forming stage involves a period of orientation and getting acquainted. Uncertainty is high during this stage, and people are looking for leadership and authority. A member who asserts authority or is knowledgeable may be looked to take control.
- **Storming stage**-The storming stage is the most difficult and critical stage to pass through. It is a period marked by conflict and competition as individual personalities emerge.
- **Norming stage**-If teams get through the storming stage, conflict is resolved and some degree of unity emerges. In the norming stage, consensus develops around who the leader or leaders are, and individual member's roles. Interpersonal differences begin to be resolved, and a sense of cohesion and unity emerges.

Performing stage-In the performing stage, consensus and cooperation have been well-established and the team is mature, organized, and well-functioning. There is a clear and stable structure, and members are committed to the team's mission

Adjourning stage-In the adjourning stage, most of the team's goals have been accomplished. The emphasis is on wrapping up final tasks and documenting the effort and results. As the work load is diminished, individual members may be reassigned to other teams, and the team disbands.



TUCKMAN'S STAGES OF GROUP DEVELOPMENT

TEAM ROLES



Meredith Belbin



is an English researcher and management consultant



Born in 4 June 1926



In 1981 publish his book Management Teams



The Belbin theory is based on nine team roles



PLANT

Strengths: Creative, imaginative and original. Solves difficult problems.

Allowable weaknesses: Can ignore other considerations and be too busy with new ideas to communicate effectively.



RESOURCE INVESTIGATOR

Strengths: Enthusiastic and communicative. Explores opportunities and enjoys meeting new people.

Allowable weaknesses: Can be over-optimistic, then lose interest once initial enthusiasm has passed.



CO-ORDINATOR

Strengths: Mature and confident. Aware of priorities. Encourages others.

Allowable weaknesses: Can ask others to do things that they should do themselves.



TEAMWORKER

Strengths: Works well with others, is perceptive and diplomatic. Listens well and avoids friction.

Allowable weaknesses: Can be indecisive in important situations.



MONITOR EVALUATOR

Strengths: Weighs and balances all options without emotion. Judges accurately.

Allowable weaknesses: Can lack drive and ability to inspire others.



SHAPER

Strengths: Competitive, enjoys working under pressure. Motivated to overcome difficulties.

Allowable weaknesses: Can be impatient and offend other people.



IMPLEMENTER

Strengths: Efficient and likes structured working. Turns ideas into practical actions.

Allowable weaknesses: Doesn't like change and can be inflexible.



COMPLETER FINISHER

Strengths: Searches out and corrects mistakes. Ensures work is done to a high standard and points out omissions.

Allowable weaknesses: Inclined to worry and become anxious. Doesn't like to share work with others.



SPECIALIST

Strengths: Dedicated to a particular subject. Provides knowledge and skills that others do not possess.

Allowable weaknesses: Contributes only on a narrow front. Dwells on technicalities.

**Area
Manager**

Assistant
manager

Store
manager

Barista
maestro

Barista

CO

(**CO-ORRINATOR**)-can ask others to do think that they should do themselves
He manage and assume overall responsibility for the success of the team

SH

(**SHAPER**)-he's the person who challenge the team to improve

PL

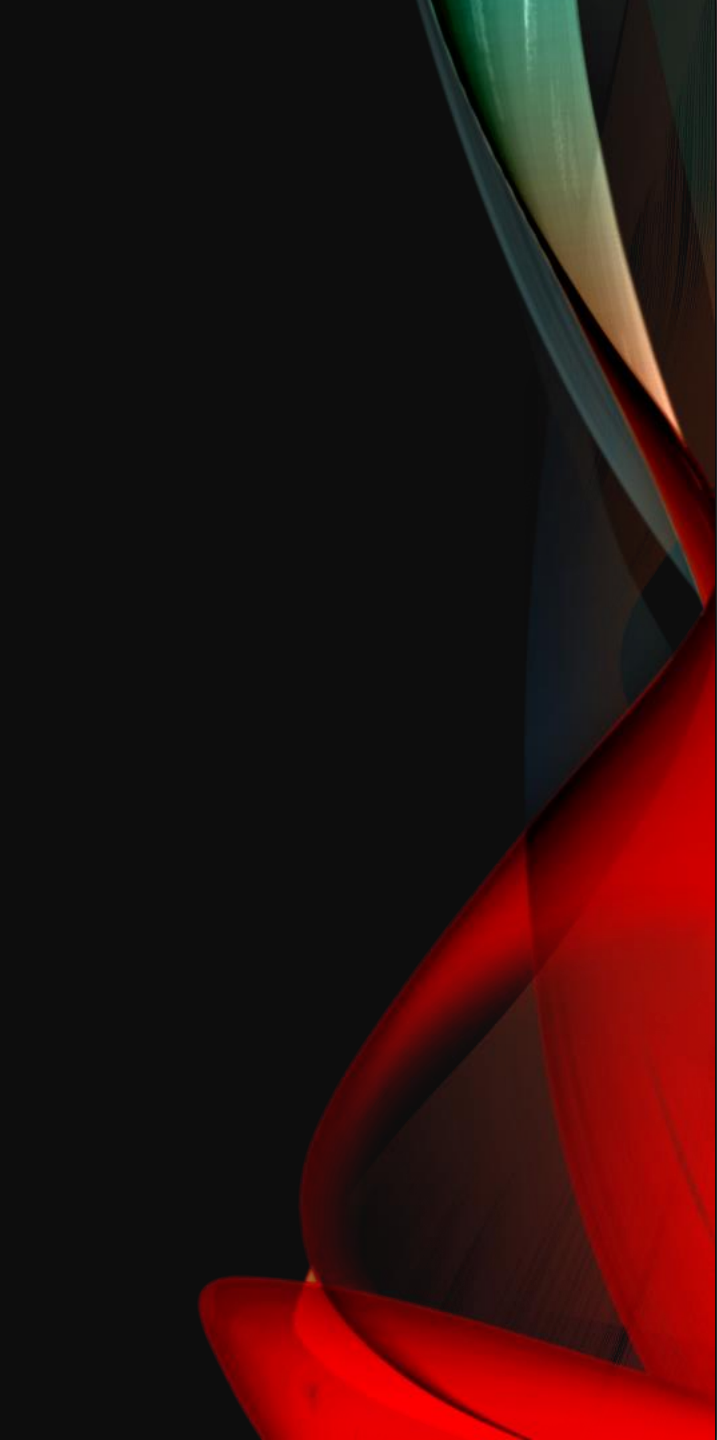
(**PLANT**)-He's the person who motivate the team sales by training and mentoring staff also creating business strategy

SP

(**SPECIALIST**)-He's the person who delivering high level of customer service and interaction

CF

(**COMPLEMENTER FINISHER**)-He's the person who welcoming customers informing them about specials and new items. He deliver the results of the team



MANAGING CONFLICT

Definition

Conflict

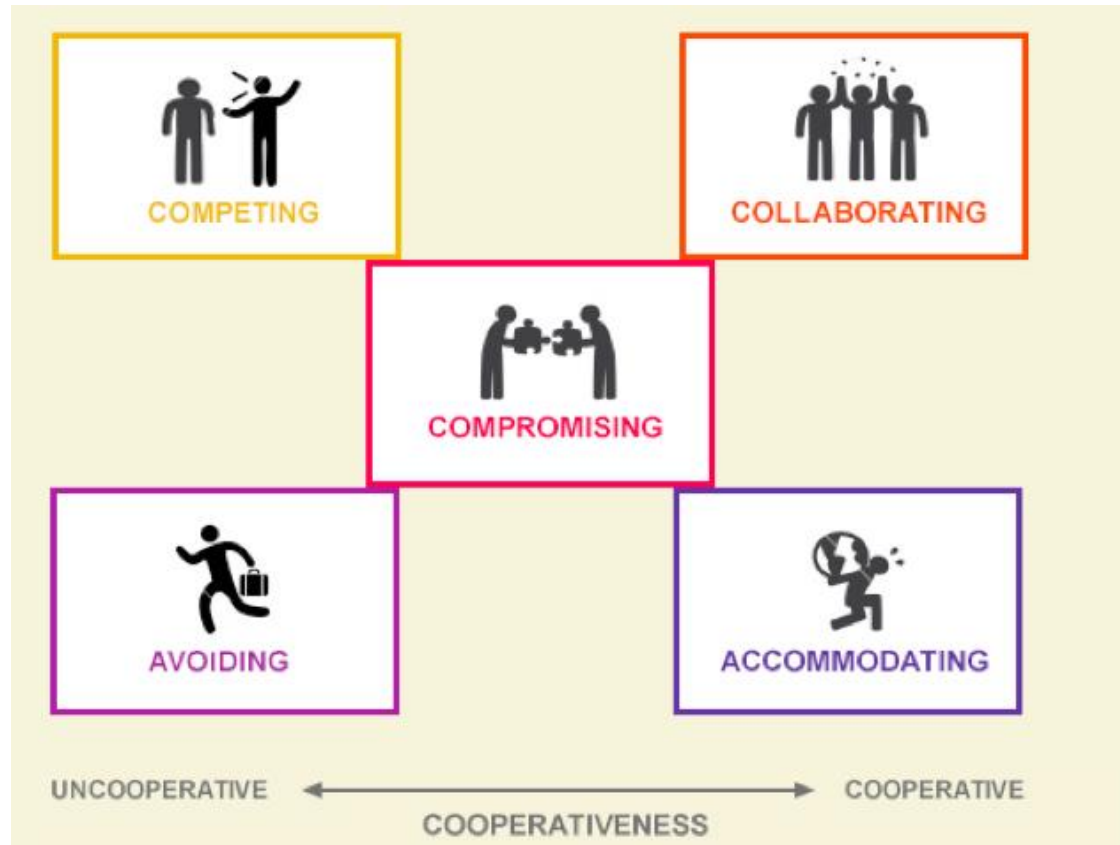
-internal or external discord that results from differences in ideas, values or feelings between two or more people (Marquis & Huston, 2009)

Conflict management

-the long –term management or intractable conflicts and the people involved in them so that they do not escalate out of control and become violent (University of Colorado)

Common ground

-a basis of mutual interest or agreement



CONFLICT MANAGING STRATEGIES BY P.KILLMAN

POSITIVE EFFECTS

- Identifies issues of import to others
- Leads to new ideas, stimulates creativity
- Resolution of underlying problems
- Enhancement of group vitality and development
- Intergroup conflict can increase within-group cohesion
- Aids individuals, groups and organisations in establishing identity
- Releases tension, serves as a safety valve



THE ESSENTIAL CONDITION FOR TEAM DEVELOPMENT:



Trust – one of the most essential condition when working in team



Sense of group identity – all teams need know what they are working for, what is there target.



Sense of group efficacy – all teams should be appreciated

5 THINGS FOR SUCCESSFUL TEAM:



APPRECIATION



BELONGING



DEVELOP TALENT



CELEBRATION



COMUNICATION

HOW TO IMPROVE YOUR TEAM:



1.5 WHY'S
TECHNIQUE



REPORT



SHORT
MEETINGS



EQUALITY



HIGHT SOCIAL
RESPONSIBILITY



PSICOLOGICAL
SAVE

THE RESULTS OF AMAZING TEAM COOPERATION!



THANK YOU

QUESTIONS?



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