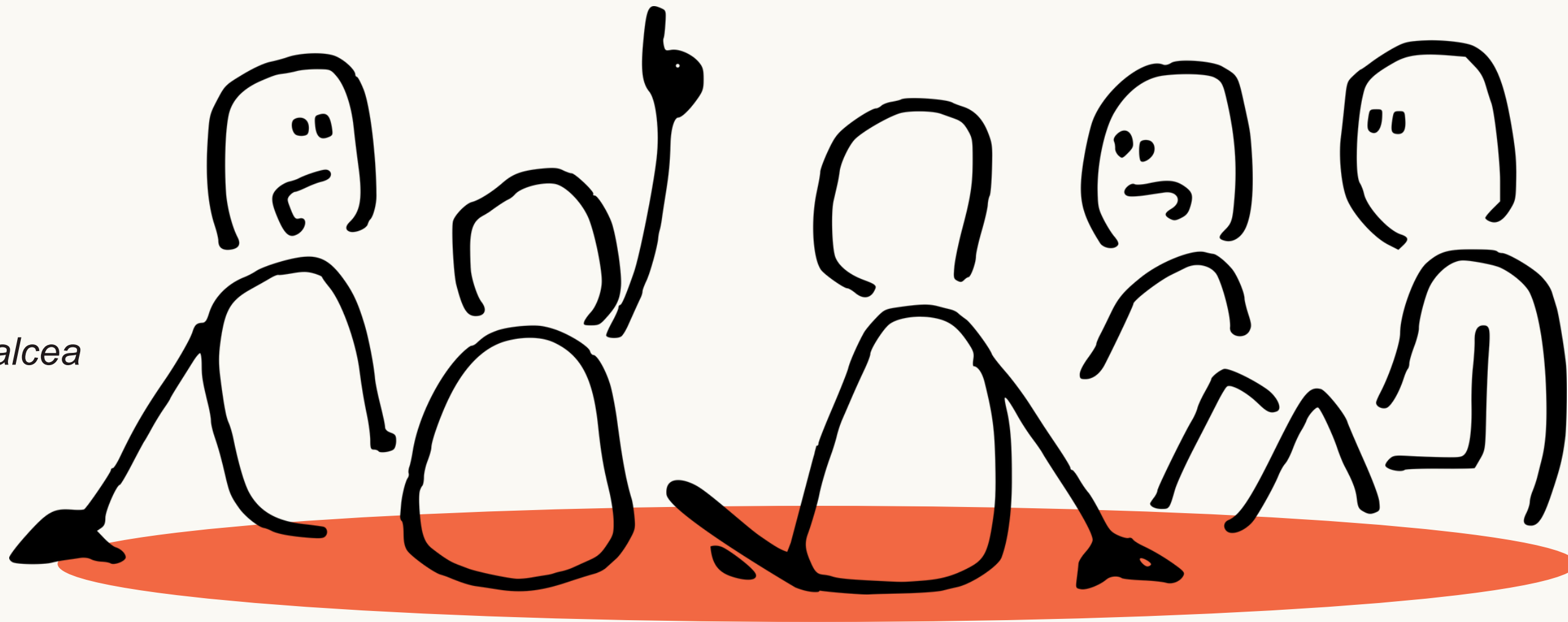


“WHAT WE HAVE LEARNT ABOUT EFFECTIVE TEAMS?”

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2025



**Understanding
teams and our
roles**

**EFFECTIVE TEAM
WORKING AND
COMMUNICATION**

Module: BMSW4009

Welcome to the Team!

Iosif Minisan – 2435067

Differences between teams and groups



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DEFINITION OF TEAM AND GROUP

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FUN SIDE OF TEAM LIFE

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"Talent wins games,
but teamwork and
intelligence wins
championships."
(Michael Jordan)

A group is a collection of individuals who
come together but not necessarily share a
common goal.

In a team, members rely on each other to
achieve a common goal.



Team vs Group



Structure

Group → collection of individuals who come together

Team → a group with a shared purpose and collective goals.

Work Format

Groups → members work independently.

Teams → members work interdependently and coordinate their efforts.

Success

Group → success is measured at the individual level.

Team → success is measured at the team level, not individually.

Fun Side Of Team Life

Structure

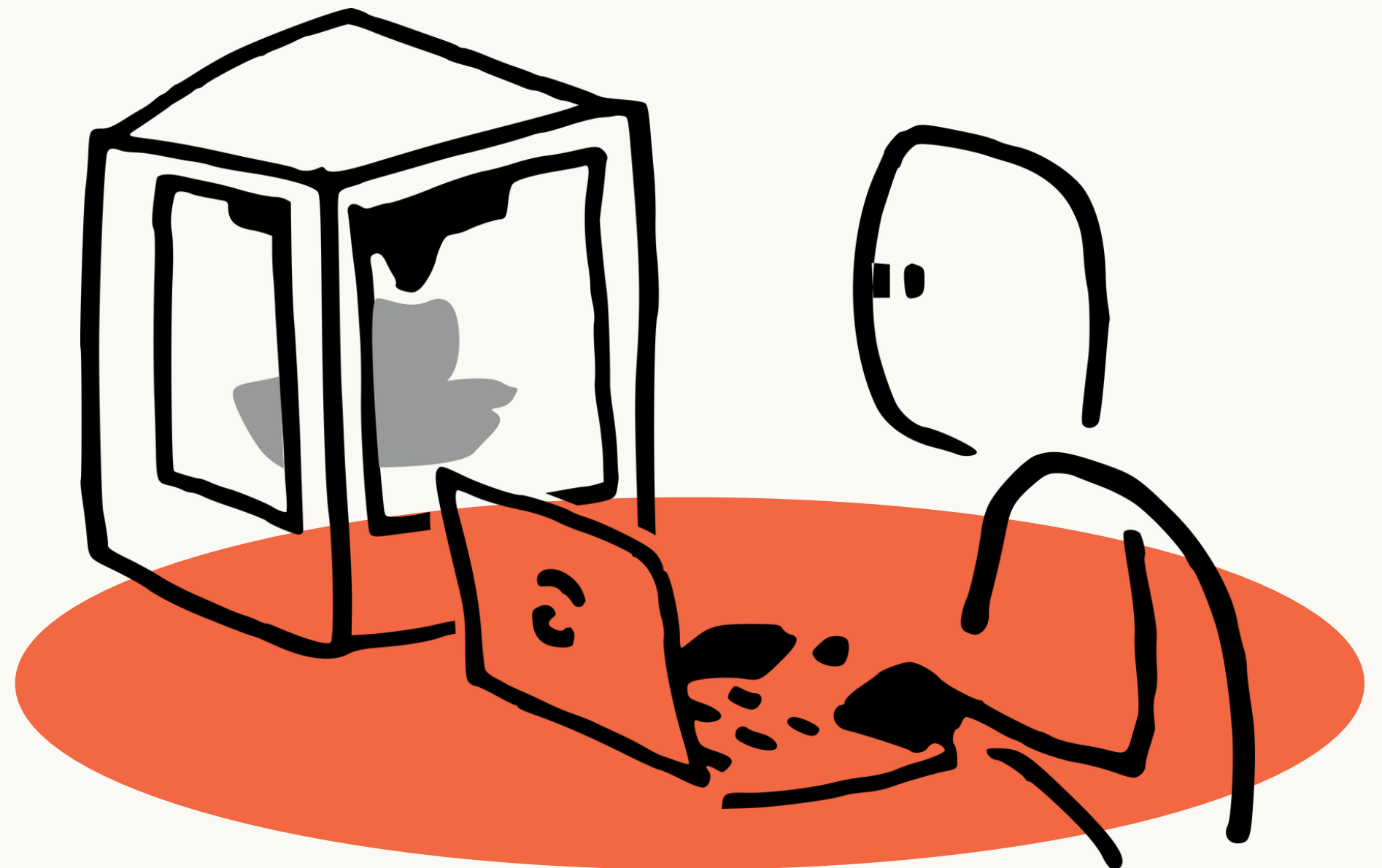
Cohesion

Independence

Personal Achievement

A group is simply a collection of individuals who come together, but they do not necessarily share a common purpose beyond being in the same setting

In teams, the purpose is clear, and everyone works collaboratively toward the same outcome.



Where can we see the difference between team and group

→ School

Group:

Four students sit at the same table, each working on their own math worksheet.

Team:

Four students work together to design a poster presentation. They split tasks, share ideas, and combine their work into one final product.

→ Workplace

Group:

Employees in the same department doing separate tasks: one handles invoices, one answers calls, one processes orders.

Team:

A project involving a new product, where marketing, finance, and design staff must collaborate to succeed.

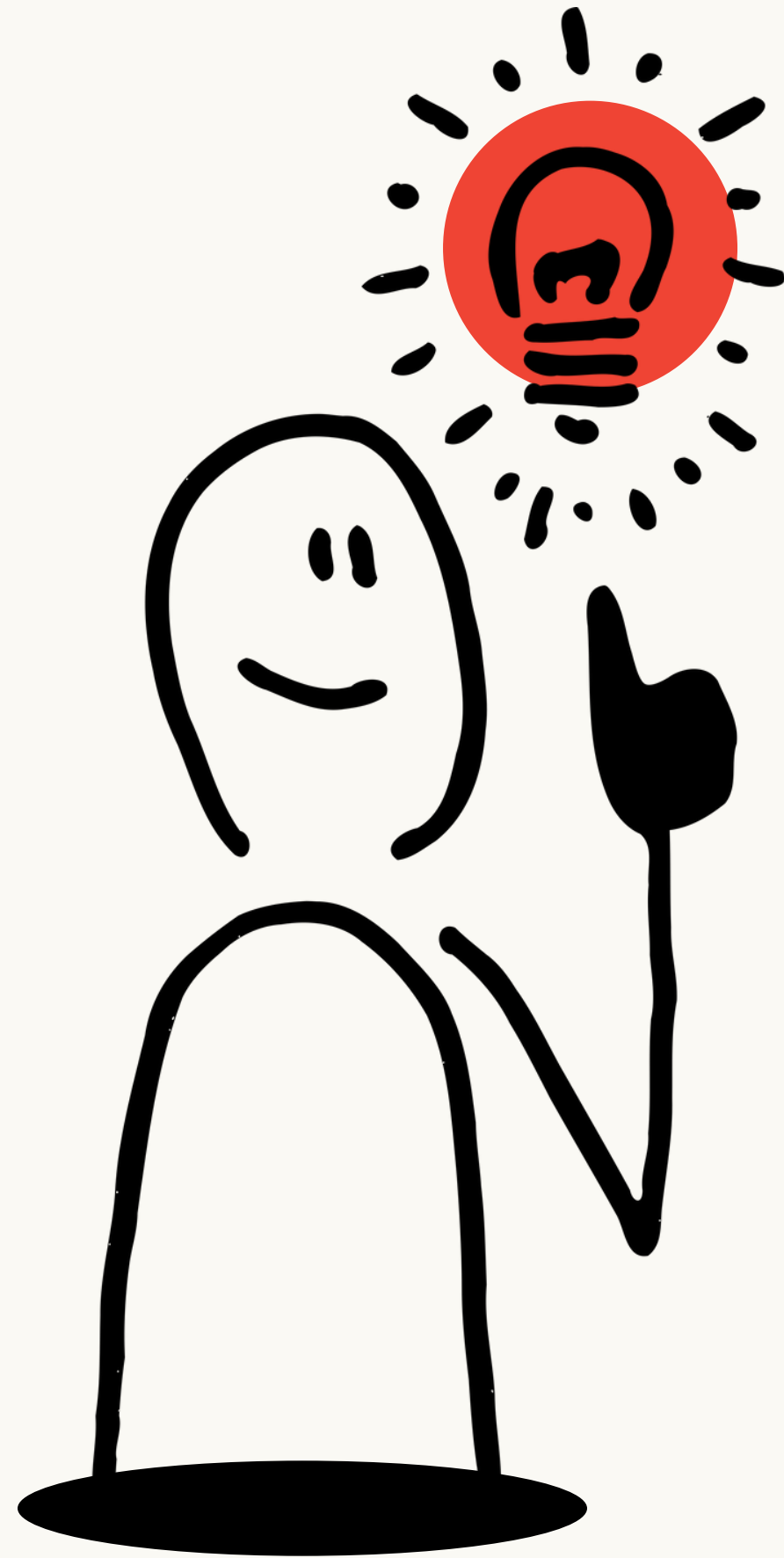
→ Sports

Group:

People exercising at the same gym at the same time.

Team:

A football team working together to win a match, coordinating positions and strategy.



Belbin's Insight Team vs Group

Belbin's Team Role Inventory (2010)

- ➔ behavioral assessment that measure an individual's contribution to a team
- ➔ teams perform better as roles complement each other
- ➔ **a group is a random mix of people**
- ➔ **a team is designed with balanced roles**





BELBIN'S MODEL IN TEAMS VERSUS GROUPS

TEAM

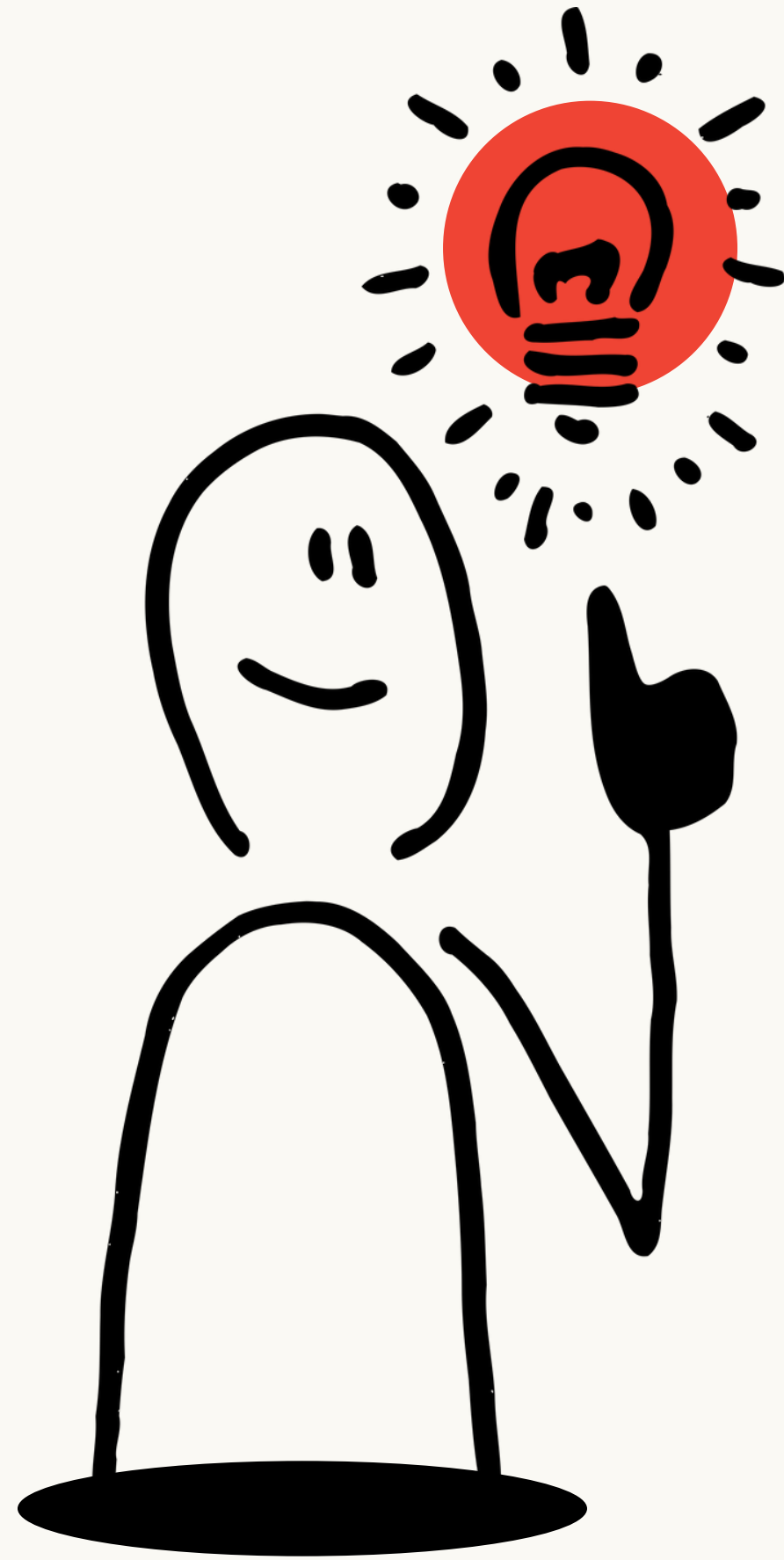


Roles based
on strengths

Roles not
clearly defined

GROUP

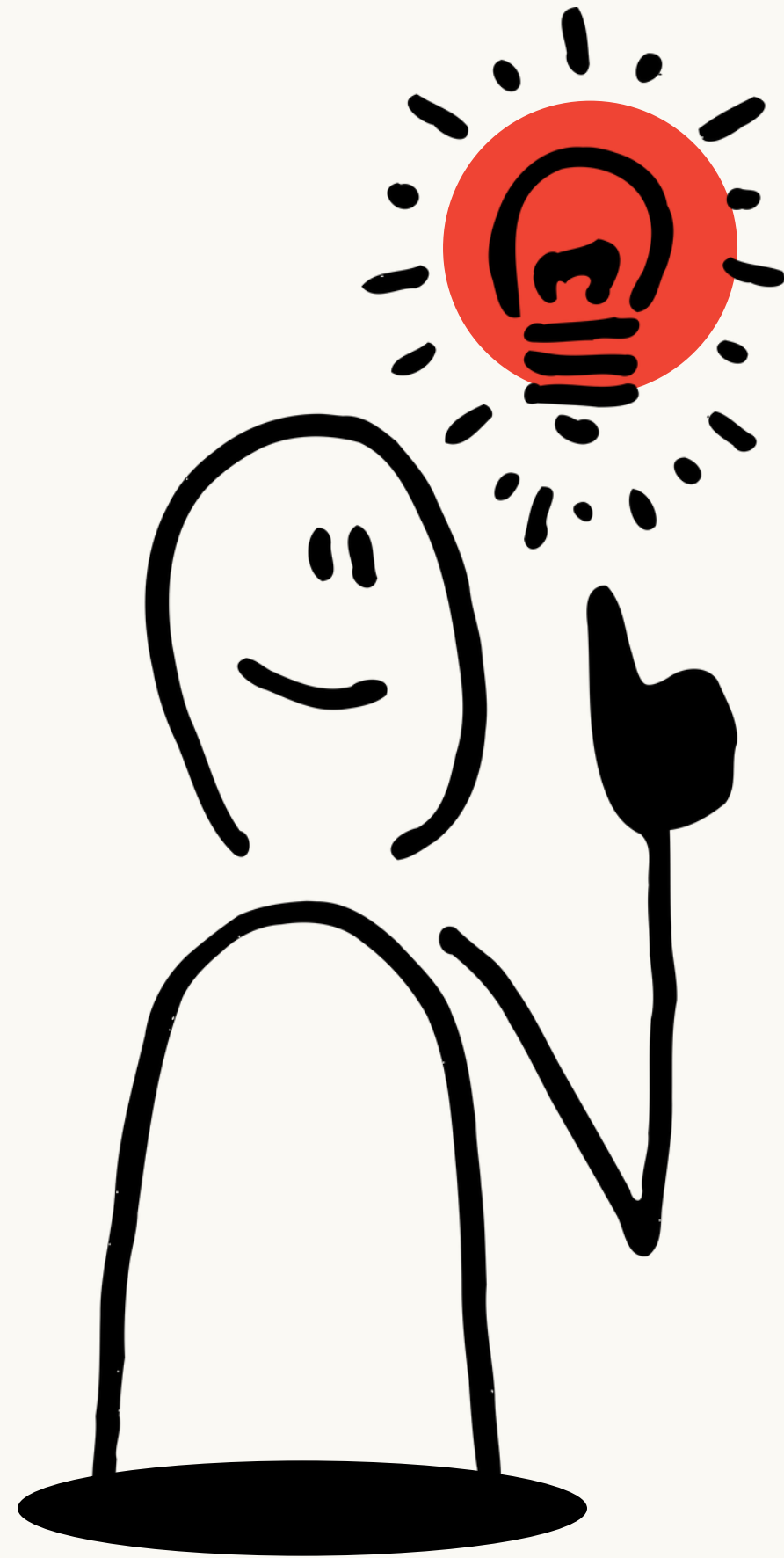




Tuckman model in Teams vs Group

- ➔ a five stage framework for understanding team development
- ➔ groups tend to stay in the forming stage and rarely advance
- ➔ teams move through storming -> norming-> performing





TUCKMAN'S MODEL

FORMING



They meet and discuss the assignment.

STORMING



They might argue over roles and approach

NORMING



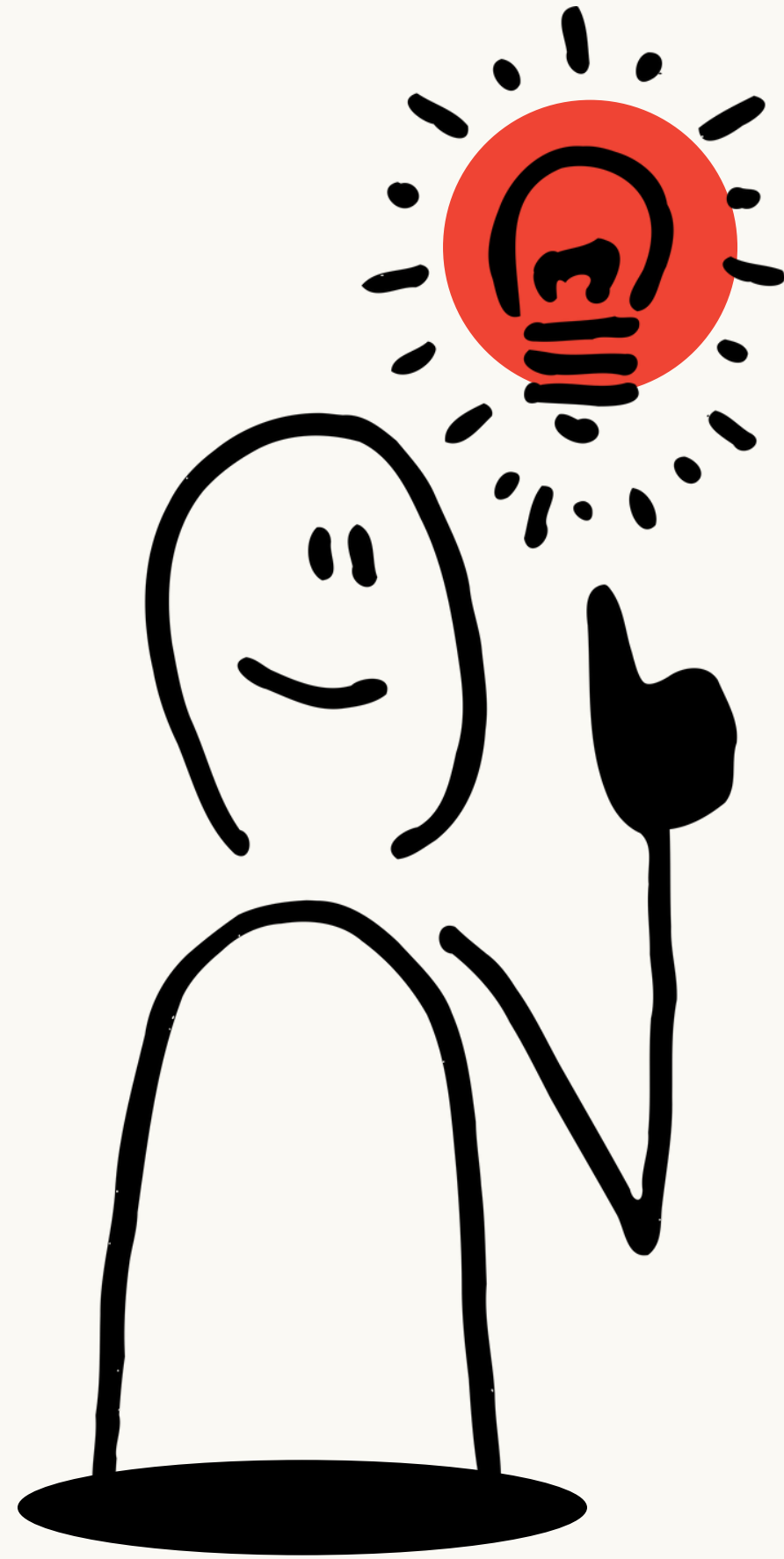
They find a structure and can begin work

PERFORMING



The team is effectively working



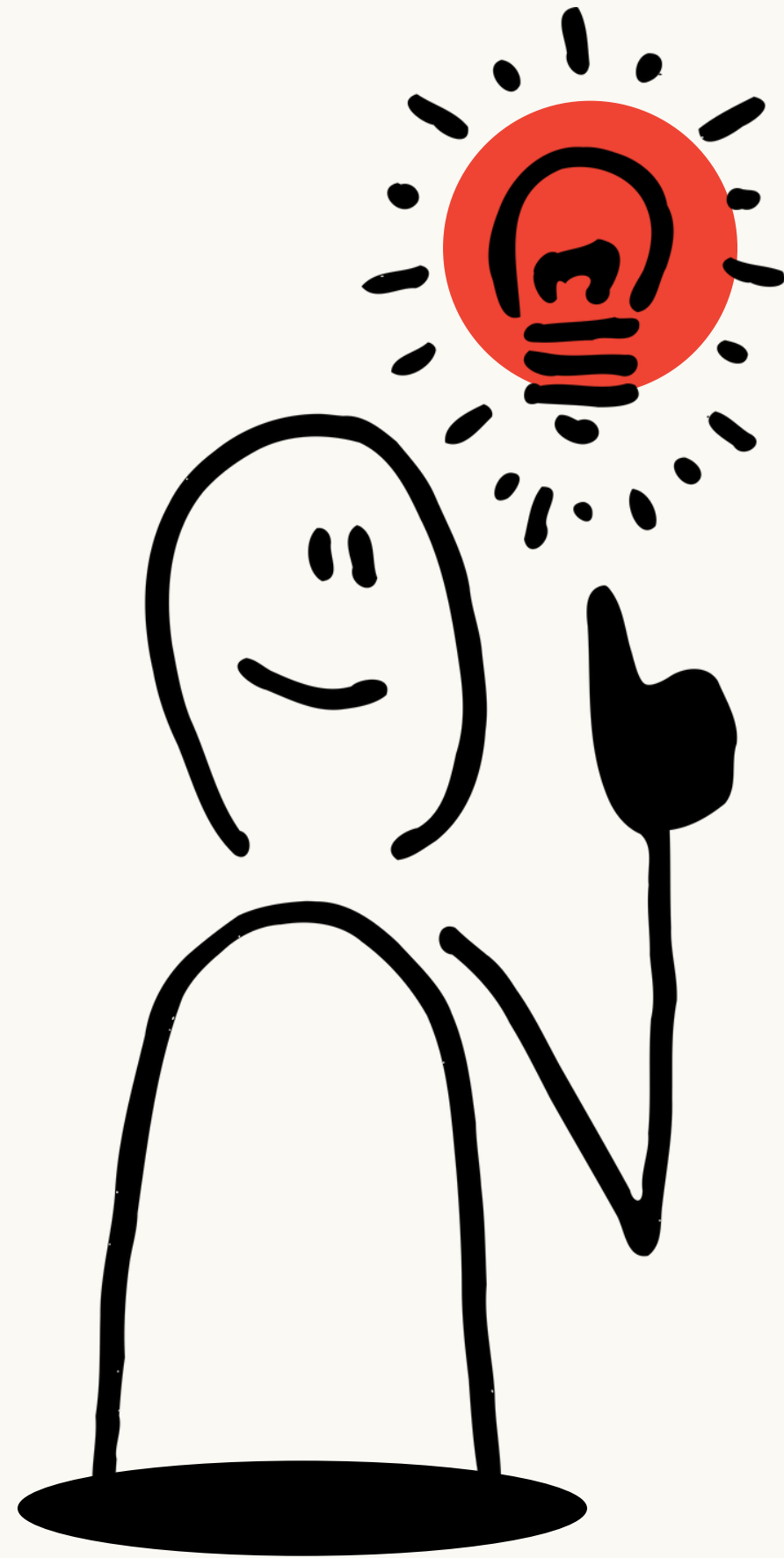


Thomas-Kilmann model in Teams vs Group

TKI = model used to measure how individuals handle conflict

- ➡ groups tend to avoid conflict as most of the times their work is not interdependent
- ➡ teams manage conflict using: collaboration, compromise and accommodation





THOMAS-KILMANN MODEL

GROUP



Conflict leads to
dysfunction, stress, and
poor performance

TEAM



Conflict is constructive
and focuses on solutions:
team agrees on structure
and roles, sharing
workload



Conclusion – Teams Vs Groups



While all teams can be groups, not all groups are teams. Goals, interdependence and collaborations are factors that transform a group into a team.

References

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- Hackman, J. R. (2002) Leading Teams: Setting the Stage for Great Performances.
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AI Statement

I've used third party tools which have integrated AI (Canva) to help create the structure of the presentation.

I've used the integrated search engine (Google AI) for definitions

I've used AI to generate the visuals. Prompts given:

- can you generate an image using Belbin's team role inventory, illustrating the differences between a team and a group?
- can you generate an image depicting Tuckman model in teams versus groups? Forming: they meet during lunch and discuss the assignment. Storming: they might argue over roles and how to approach the project, they might have conflicting ideas about how to approach the subject. Norming: they find a structure and can begin work. Performing is where the work actually begins.
- can you generate an image depicting Thomas-Kilmann model in teams versus groups? In groups, people tend to compete, avoid and even accommodate to solve their conflict. This will lead to dysfunction, stress and poor performance. The student doing the work alone is a clear example. In a team, conflict is constructive and focuses on solutions: team agrees on structure and roles , sharing workload

Thank you for your attention

Understanding how teams function and what allows them to succeed can make us more effective collaborators and better contributors in any situation.

