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MODULE NAME: EFFECTIVE
TEAM WORKING AND
COMMUNICATION
MODULE CODE :BMSW40002
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TEAM ROLE DESCRIBE INTERACTIONS OF TEAM WORKING IT ALSO DESCRIBES THE DIFFERENT POSITIONS OR ROLE YOU MAY PLAY.

TEAM ROLE IS ESSENTIAL TO MAKE THE INSTITUTIONS AND PEOPLE WORKING IN THE TEAM TO ACHIEVE THE GOALS .

SO IN THE TEAM ROLE WE HAVE 9 ROLES THAT WE CALL THE THEORY OF BELBIN.

HOW THIS 9 THEORY WORKS AND WHAT IS ADVANTAGES AND DISADVANTAGES

Belbin's nine team roles fall into three categories: action-oriented, thought-oriented, and people-oriented



Belbin's team roles		
Action-oriented	Thought-oriented	People-oriented
 Implementer	 Monitor evaluator	 Resource investigator
 Shaper	 Plant	 Teamworker
 Completer Finisher	 Specialist	 Coordinator

•**THOUGHT-ORIENTED**: Plants, monitor-evaluators, and specialists. They deal mainly with ideas and abstractions, and essentially determine the course of a project.

•**ACTION-ORIENTED**: Shapers, implementers, and completer finishers. They're concerned mainly with the actual performance of project work, and they're responsible for ensuring that a team project achieves its tasks and goals.

•**PEOPLE-ORIENTED**: Coordinators, team workers, and resource investigators. They manage a team's most valuable resources: its people. Without them, teams wouldn't be able to work together or with external stakeholders.

By taking into account each of these roles and how they interact with one another, leaders and managers can use Belbin's model to build more resilient and successful teams.

One example I can to proof that is the my experience as student and professional in hospitality.

How this work in my case during my work presentation ,I have to worked with my partner and my group leader to achieve the success in yours study.

DISADVANTAGES OF TEAM

Conflicts

- Missed communication/missed understanding
 - Complex
 - Less organizational consistency
 - Some people prefer to work alone
- You may not get the desired feedback from some individuals.

ADVANTAGES OF TEAM ROLE

- Team can divide the task, project our role make it make it in more small task.
- Can create more opportunities, with their opinion, and different perspectives.
 - It create good relationships.
- Teamwork encourage more individualized : given the leader more time to keep focus on their his work himself.
 - Working in team results in movement toward a common direct.

Conclusion

Remember, there are no “good” or “bad” team roles. Each role has strengths and weaknesses, and each role is necessary to ensure team success.

References

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