

The background of the slide is a dense, 3D-rendered field of numbers. The numbers, including digits 0-9 and some symbols like the infinity symbol, are rendered in a light blue color with a slight gradient. They are arranged in a way that creates a sense of depth and perspective, with some numbers appearing larger and more prominent than others. The overall effect is a textured, data-driven background.

Effective Teamwork and Communication

MISS OLUWATOSIN BLESSING AVEREHI

MR LLYOD BEHARRY

Bruce Tuckman

In 1965 Bruce Tuckman identified his theory of how a team goes through 5 stages of during their cycle of when they work together (when the project starts and when it ends). These 5 stages of development are

forming

storming

Norming

performing

adjourning

Forming

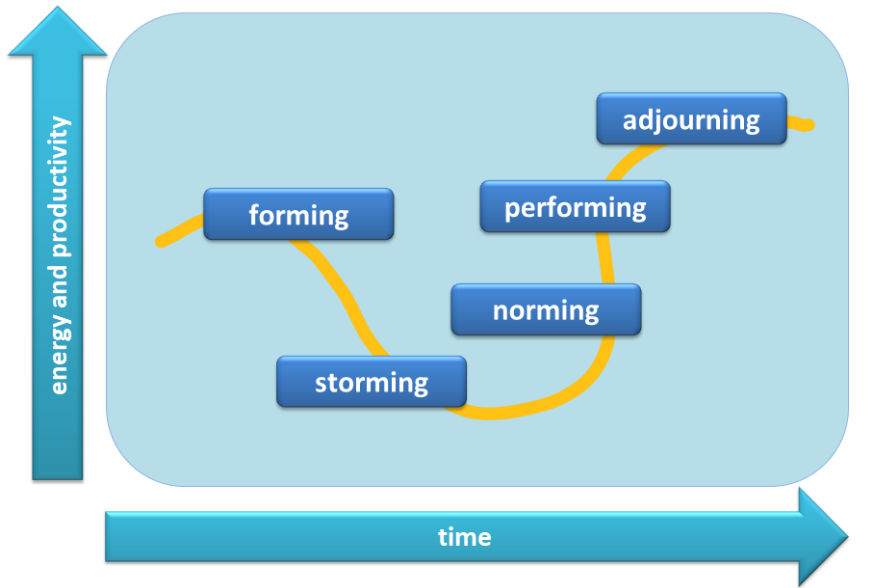
- ▶ The first stage , when the teams are introduced to one another there are diverse feelings within the group
- ▶ Anxiety : Some individuals in the group may feel anxious as they fear they may be an outcast in the group and not fit in, and the feeling of doubt that they will not measure up to their peers.
- ▶ Excitement : Some members are pessimistic as they are enthusiastic to work in the group, this is because they have high expectations for the group experience and the project ahead.
- ▶ There is a dependence on the team leader during the forming stage as the team will need to discuss :
 - Rules /regulations
 - Individual skills, background and hobbies
 - The project's aim
 - The timeframe
 - The individual roles each member will play
- ▶ It's important at this stage that the group highlights an understanding of the role each person will play.

Storming

- ▶ Unfortunately at this stage the members discover that they cannot reach all of the expectations they set at the very beginning of the project , therefore there is a development of frustration within the group.
- ▶ At this stage egos start to be unveiled ,tempers may run out as the team may disagree on how to complete a particular task or voice any concerns.
- ▶ This is the stage where it emphasises the significance of a strong leader for guidance.



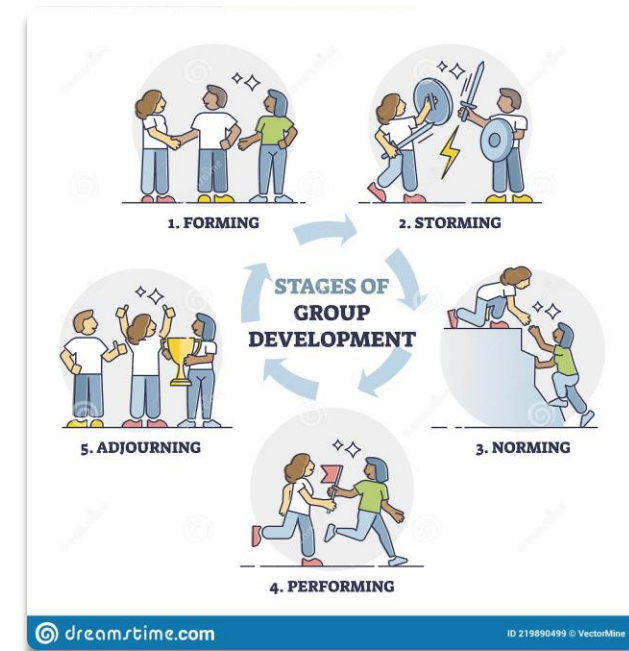
Norming



- ▶ At this stage, things tend to settle down. Gradually the team can get into the groove of working together towards a Main goal.
- ▶ However, during the norming stage, there can be a few overlaps with storming. As new tasks appear, there may still be some incidents of conflict. However, as you've already gone through the worst part these disagreements may be easier to address.

Performing

- ▶ The final stage
- ▶ At this stage the team has progressed as there is an increase as concentration on the task and the group's relationship. The only way good performance is delivered is through individuals working effectively together.
- ▶ Team Building in the Workplace will help you build a performing team. Characteristics of Effective Teamwork will help you and your team sustain that performance.





Conclusion : why is Tuckman's theory significant

Aim

The team will have targets and deadlines to meet as a team. Therefore, effective team working is vital to ensure there is a good quality of performance in the team to achieve the teams aims and goals.

Growth

The team can only grow if everyone can work effectively together. Working effectively together saves time and ensures growth as a team .

Success

Completing tasks effectively as teams creates the product of success !

References

- ▶ <https://www.freshbooks.com/hub/other/tuckmans-theory>
- ▶ <https://hr.mit.edu/learning-topics/teams/articles/stages-development>
- ▶ <https://www.coachingcultureatwork.com/bruce-tuckman-team-development-model/>
- ▶ [**https://www.coachingcultureatwork.com/bruce-tuckman-team-development-model/**](https://www.coachingcultureatwork.com/bruce-tuckman-team-development-model/)

Any Questions?



Thank
You!