

EFFECTIVE TEAM WORK AND COMMUNICATION

BMSW4002

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NICOLAE CERCEL	1909892	BENEFITS OF TEAM WORKING
RUBEN CODIN	1910017	BENEFITS OF TEAM WORKING/SUCCESSFUL TEAM DEVELOPMENT
ALEXANDRU CERCEL	1909894	SUCCESSFUL TEAM DEVELOPMENT
TABITA IULIANA SUGUBEATA	1909630	STAGES OF TEAM DEVELOPMENT
JESICA ALONSO	1909628	MANAGING CONFLICT

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Team Roles

Mihai Tarana



In order to become a success squad, each squad has to be introduced to the Belbin position system's 9 behaviours. This does not mean, however, that any team needs 9 men! Some would be happy of two or three places in the Belbin unit, and with time this will alter.

Every each of the Belbin team has equally strong strengths and weaknesses



Shaper provides the necessary push to ensure that the project continues to progress without losing concentration or momentum. Strengths: challenging, creative, pressurised. Includes the bravery and the strength to conquer obstacles. Weaknesses permissible: may be offensive and often insult the sentiments of others. Don't be surprised: in their efforts to make something work they could risk being violent and dishumored. Implementers Ought to prepare and execute a workable approach as quickly as practicable. Practical, effective, productive abilities. Transforms thoughts into practise and organises research to be completed. Weaknesses permitted: May be a little sluggish and uncompromising to react to new opportunities. Don't be shocked to discover that they will gradually lose their hopes for successful improvements. Completer Finisher the most frequently used, at the end of assignments, for polishing and testing error work, subjecting it to the highest level of quality control. Strengths: Alert, conscious, nervous. Errors are checked. Policing and perfecting. Weaknesses Permitted: may be hesitant and reticent to delegate. Don't be shocked to learn that they may be guilty of utter excellence.



Coordinators The team's goals must be centred, team members should be drawn, and work delegated properly. Powerfulness: mature, trustworthy, talent identified. Clarifies goals. Weaknesses permitted: can be viewed as dishonest and their own work could be unloaded. Don't be shocked that find that: you might over delegate and have little to do. Team Workers Help the team thrive by using its flexibility to define and complete the requisite work on behalf of the organisation. Forces: Co-operative visual and political. Hearing and vibration alert. Weaknesses: Can be indecisive and prefer to avoid confrontations in crunchy situations. Don't be shocked to find that: You may be controversial in making decisions. Resource analysts use their creative nature to pursue ideas for the team. Strengths: Committed, outgoing. Explore opportunities for connexions and grow them. Weaknesses: can be over-optimistic and may be lost after initial excitement. Don't be shocked to find that: You might forget to take a lead.



Plants in unusual ways, it is extremely imaginative and excellent at solving problems. Forces: ingenuity, innovation, freedom of expression, ideas and problem-solving. Allowable weaknesses: Can neglect by-products and be too worried with effectively communicating. Don't wonder they can be absent-minded or forgetful. Monitor-Evaluators have a critical eye, make objective judgement where appropriate and carefully weigh up the team's decision. Strengths: sober discerning and pragmatic. Sees the validity of all choices and judges. Weaknesses permissible: Often there is no guiding force or desire to inspire others and it might be too important. Specialists bring the team with them deep knowledge of a specific area. Forces: man, self-initiating, committed. Strengths: They sell experience and competence. Weaknesses permissible: Appears to work on a specific front and is able to focus on technology. Don't wonder they're overloading you with details.



Benefits of Team Working

Nicolae Cercel

Ruben Codin

Working in a team can give you more opportunities of sharing ideas, advice each other, right and wrong, and many more advantages that a group provide. I will be talking about only few benefits that are the most common used in a group.

Sharing of ideas is the most used in a group because you get many answers and after you use them as the most important, less important, strengths and weakness.

The idea of working in a team is to maintain an understanding, listening and cooperation so that the task will be successfully completed. In order to do that, the colleagues must be involved in the discussion and must stay focused on every detail and they must be aware that



Benefits of Team Working

- ▶ Sharing ideas
- ▶ Supporting each other
- ▶ Listening and cooperated together
- ▶ Problems solving
- ▶ Increase motivation
- ▶ Develops leadership

every detail or source of information matter and every team colleague have positive or negative impact.

Working in a team can make the work easier and more enjoyable because it can be easily divided in sections and everyone in the group has an equal weight to carry.

Benefits of Team Working



- ▶ Sharing ideas
- ▶ Supporting each other
- ▶ Listening and cooperated together
- ▶ Problems solving
- ▶ Increase motivation
- ▶ Develops leadership

Teamwork refers to working together with other people in order to accomplish a certain purpose.

Better collaboration, morality and cooperation contribute to more efficient and happy workers when good teamwork is promoted, and all participants support.

Teamwork increases productivity because if two workers work together, they will do more work in a shorter period.

Employees can discuss tasks and create solutions for solving problems to improve productivity and

together they can enhance innovation, as each individual has different credentials, personal characteristics and expertise.

Teamwork aims to leverage all these things to produce more ideas effectively.

More ideas are created that will lead to innovative solutions for better results.

The best thing in a team, especially during difficult

times is that the team members provide mutual vital support.

Employees usually do their best if they know that other members of their team support them.

This helps us to produce good results. It is necessary.

Teamwork also encourages integrity and makes the workplace a better place to work.

Because of everyday pressures and tension, many people do not really enjoy working.

When people work together as a team, however, they connect and encourage each other and generate more enthusiasm and energy.

If this energy is well used, it results in positive reinforcement and improved performance. It produces good results.



Successful Team Development

Alexandru Cercel

Ruben Codin

Successful Team Development

- ▶ Encourage each other
- ▶ Keep self motivated
- ▶ Respect the group
- ▶ Trust your partners
- ▶ Role need to be understood by everyone

A successful team is a group of people that have a task and expect to complete the task under the best knowledge circumstances by each of the member group involving themselves in the work strategies. I will be explaining the strategies that helps a group to be successful. The most important strategy that the action must be taken is from the leader because as he is presenting himself there will have a positive impact of role module that the group's members will have to follow from. So if the group leader will be making a short speech where he will be introducing the successful ideas such as (trust , confidence , responsibility respect and the last result).

In order to be a successful team, the leader will have to cultivate a group of people who are motivated, positive, and who encourage each other to improve, so the team can achieve and succeed in everything they are planning to do for their project.

As a leader of a group, you will need to remove any negative, competitive behavior and replace it with trust loyalty, and open communication. If there is not negativity and every member is not taking the project as a competition between each other, that team will be successful.

A successful team will need to have people who appreciate the power of the teamwork and who love to work with other people to build up plans and finishing up projects. Every time whoever oversees the group, have to remind every member of the group to track their progress and to be responsible for their own work. Of course, a team should sometime take a break from the project and have a little rest, not to be overwhelmed and always celebrate every little victory because that give the team motivation to do more and better in the very near future.



Stages of team development

Tabita Iuliana Sugubeata



Stages of team development



- Forming
- Storming
- Norming
- Performing
- Adjourning

The forming stage takes place when the teams meet for the first time. They are learning how to work together and waiting instructions from the leader. Storming stage can be defined as the period in which there are more conflict and competition between team members. This stage is the most difficult to pass and many teams fail. At this point group members' roles are actually hooked up. The participants are agreeing on the rules, values and behaviors. Troubles are resolved and the group training to obtain performance goals. The teams achieved their goals and tasks to the best of their ability.

MANAGING CONFLICT



Jesica Alonso 1909628

Conflict is ineludible between people. Unaffected result of human communication that starts between two or more Individuals, Workers, groups, nations, companies...

A conflict can originate between two or more, it can be between co-workers, friends and even family. A conflict is very easy to create, it can originate in different environments such as workplace, academic environment or friendship.

Conflict Management is the way the process of pacifying a conflict with ideas, techniques, advices that help to solve or arrive at the solution of the already related problem. Conflict management is a required skill and work and study environment

Conflict Management is the process that humans can use to resolve conflicts between other co-workers or friends. We can see this as an opportunity to fix arguments and get solutions.

THOMAS KILMAN CONFLICT MANAGEMENT(1976)

This model has 5 different styles :
Competition, Collaboration, Compromising, Avoiding, Accommodation.

- ▶ How can we manage a conflict?
- ▶ Which method can we use?
- ▶ How does it work?

This conflict model was created in 1976 by Thomas Kilman, all five conflict styles all have the same goal of bringing members to a solution but each style has different ways to work. A small

disagreement not fix it at the correct time causes a large was conflict. Everyone is different with different personalities, thoughts, skills because of this we need to have more than one particular method to resolve the conflict.

In the next slide we will be studying each stage of this method involves.



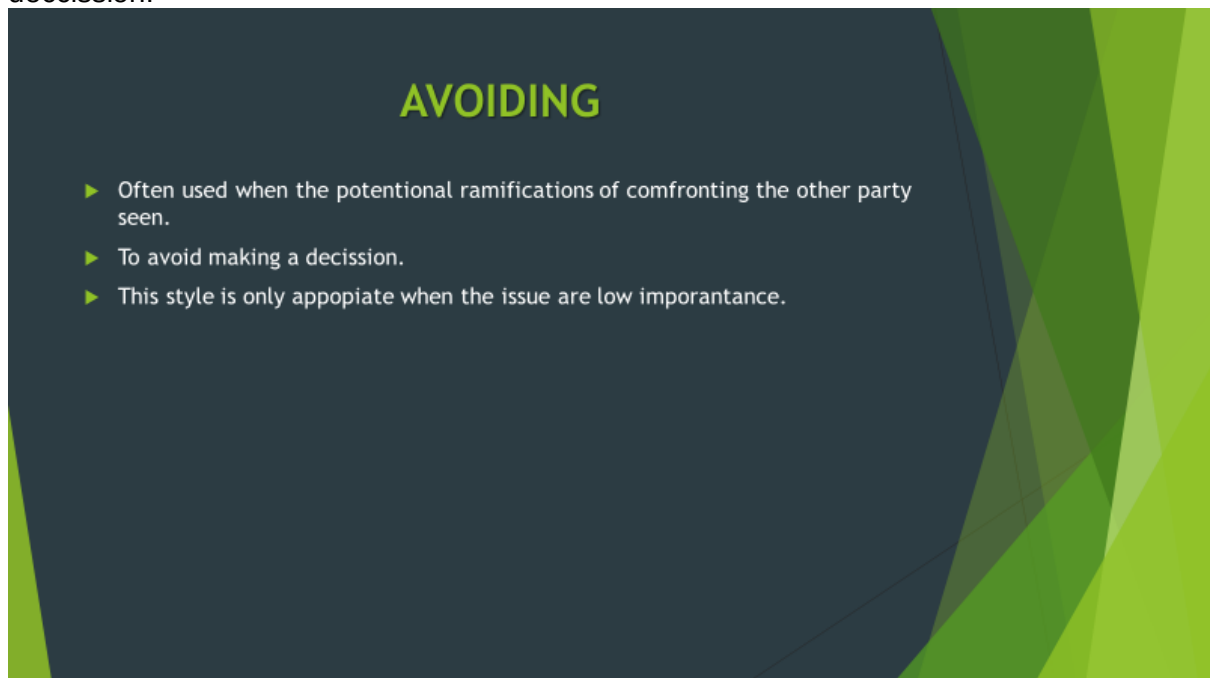
Competing style is one in which the responsibilities and the place of the competitor are absolute disrespected, where achieving the argument is the only individual goal. Competing style also means when a member pursues to gain his or her own objectives using whatever power or method.



This style requires working together with another individual regardless of different personalities just reaching an agreement or a mutual solution to win. In this style it is necessary that all members co-operate with others to find solutions to the conflict. In this style everyone's opinion, beliefs, skills need to be considered.



In this style the members are willing to put aside what they want to be able to reach a solution to the conflict and committed to each other to achieve or think in the same way to solve the conflict. This style also tries to find the way that all members will be satisfied with the decision.



This style consists that members ignore conflict also ignoring the situation altogether, consist in avoid making decision. In this style neither your concern and party don't need to be satisfied. Normally this style is useful when the conflict are small.

ACCOMODATING

- ▶ Style consist in give up everything to preserve the relationship with others members.
- ▶ Self-interest to satisfy the needs of others.

This styles show us to sometimes we needs to give up our goals,wishes in order to maintain calm with the other members.This style is used when probably one of the member has the best solution to the conflict and as a result one of the parties has to accomodate the other's member ideas.

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THANK YOU !!!