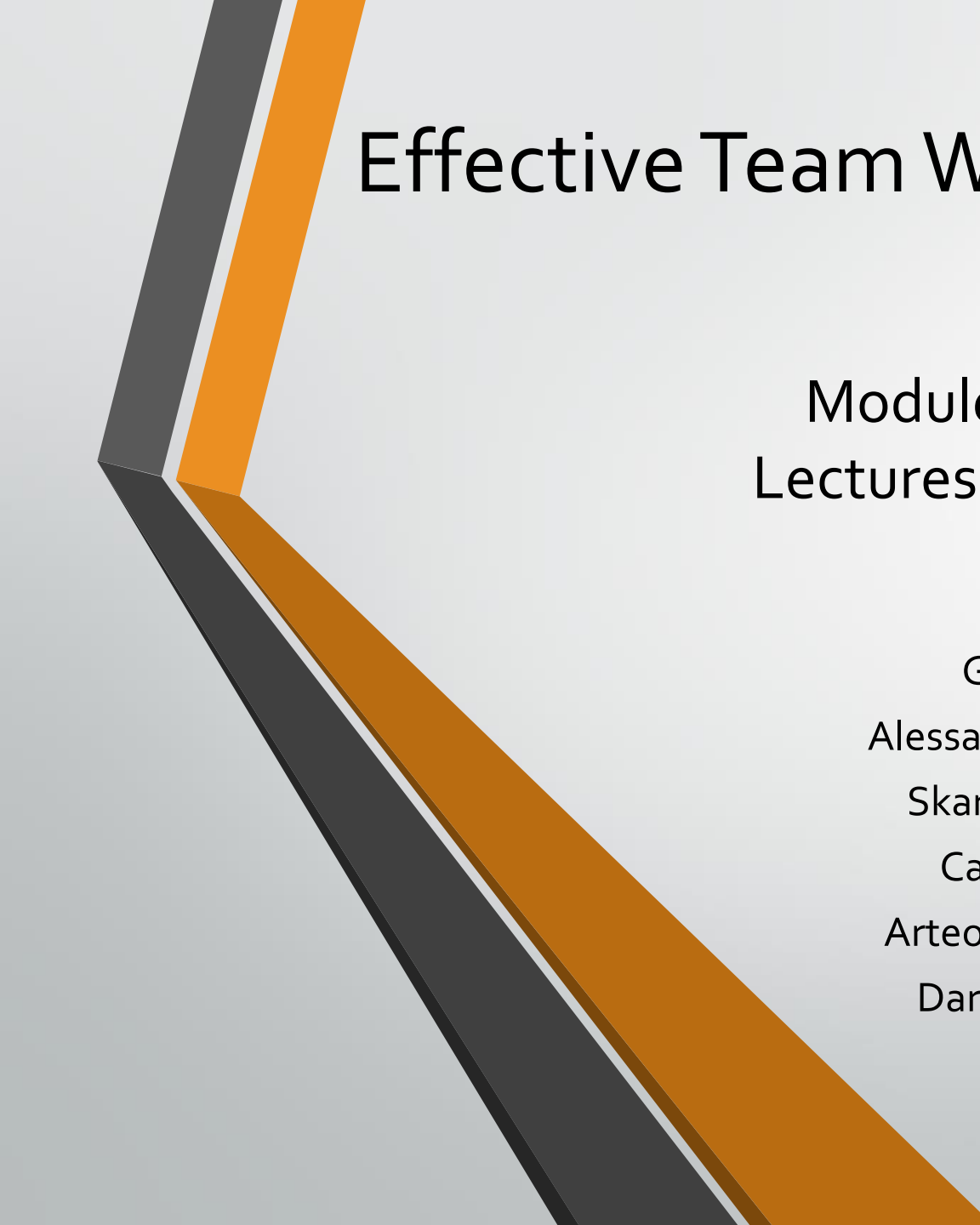




Effective Team Working & Communication

Module code: BMSW4002
Lectures name: Lloyd Beharry

Group Members:

Alessandro Rosano 1917560

Skarlin Salazar 1917558

Carol Velez 1917561

Arteom Poleacov 1917562

Dariana Soria 1914783

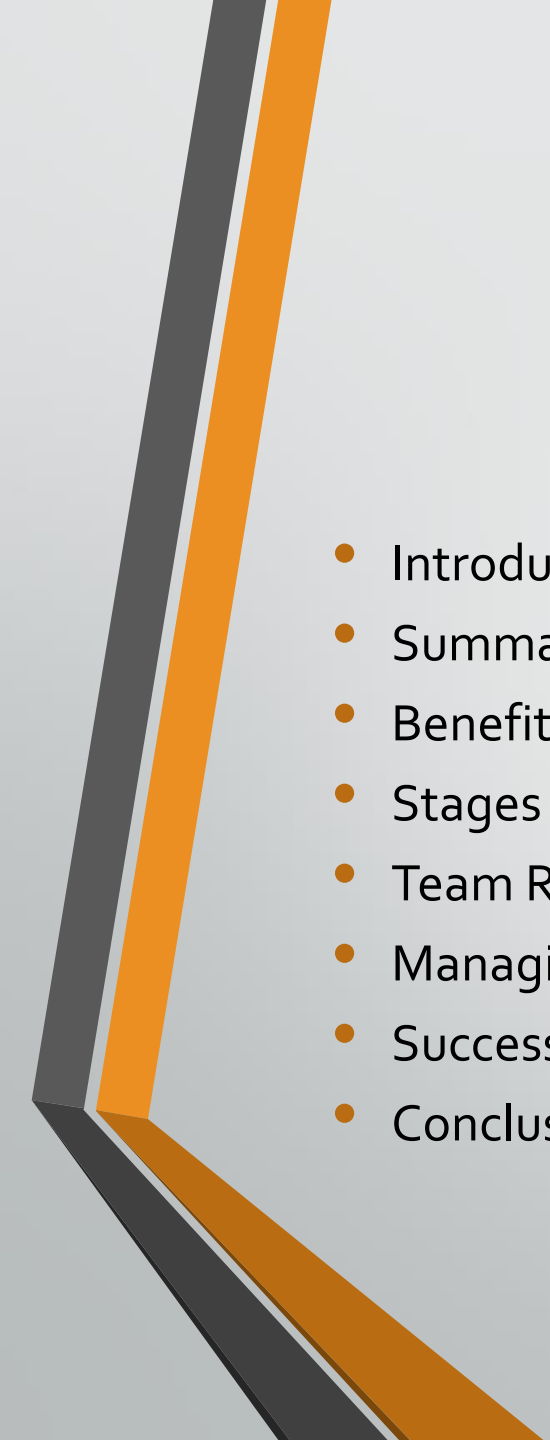


Table of contents:

- Introduction
- Summary
- Benefits of Team Working
- Stages of Team Development
- Team Roll
- Managing Conflict
- Successful Team Development
- Conclusion

Introduction:

HOW EFFECTIVE IS TEAM WORKING

- Team working is an essential skill that we can use when we are called to do or complete group work or job.
- Working in a team means that the members need to collaborate to achieve an objective or complete a task.



Summary:

- In summary, team working is a rare type to work primarily in companies, where the tasks to do can be tough and challenging for just one person.

Benefits of Team Working:

Alessandro Rosano 1917560

- In school environment or some work situation we are called to collaborate with someone to achieve some goals or complete a task under the request of the teachers or a possible employee, this way to work is called Team working.



Team working is very useful in the eventuality of articulated tasks in such a way to use the best skill of your group members to achieve the goals'



The first step to start a group work is to create a good relationship with the group members .

Like that you can use the best skills from each member and do the work in the best way possible.

A good Working team may be analysed by six components of collaboration that are:

- COMMUNICATION
- COORDINATION
- BALANCE OF MEMBER CONTRIBUTIONS
- MUTUAL SUPPORT
- EFFORT
- COHESION

Often, the concept of group work is associated with Teamwork, but there are substantial differences. People within a group are driven by the same interests but focused on their individual performance that is important but can distract the people from the common objective.

Otherwise, Teamwork is something more articulated and efficient that companies use to create something more desirable in this increasingly and competitive market.

So, in a nutshell, Teamworking is based on the union of forces of each member; therefore, working in this way leads to many advantages and benefits:

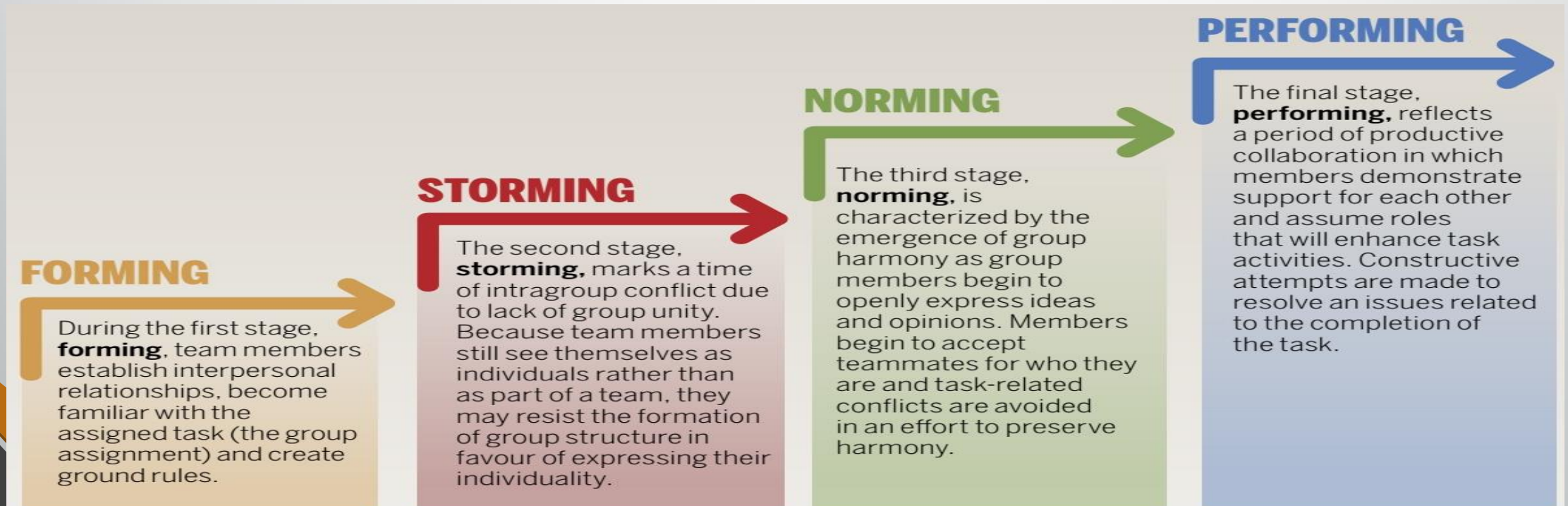
- ☐ PROMOTING LEARNING AND CREATIVITY
- ☐ COMBINE THE STRENGTHS OF TEAM MEMBERS
- ☐ WORKING IN A TEAM TEACH PROBLEM-SOLVING SKILLS
- ☐ ENCOURAGES TO TAKE RISKS



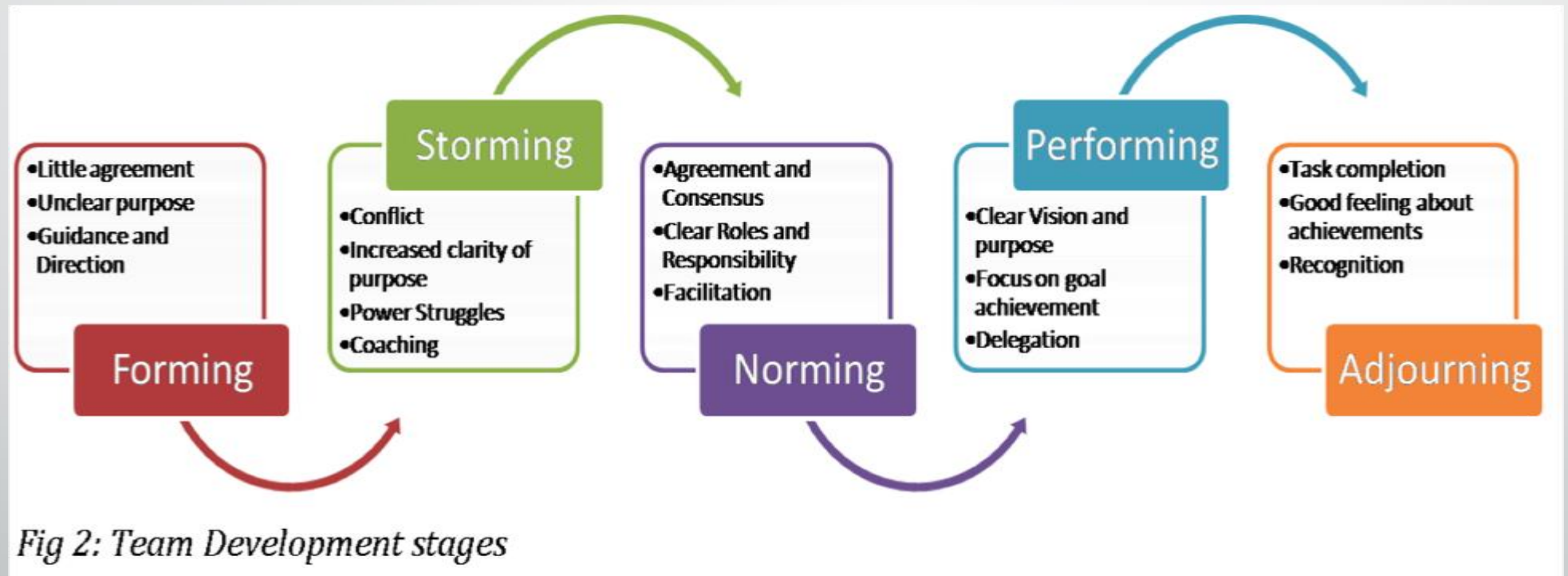
Stages of Team Development:

Skarlin Salazar 1917558

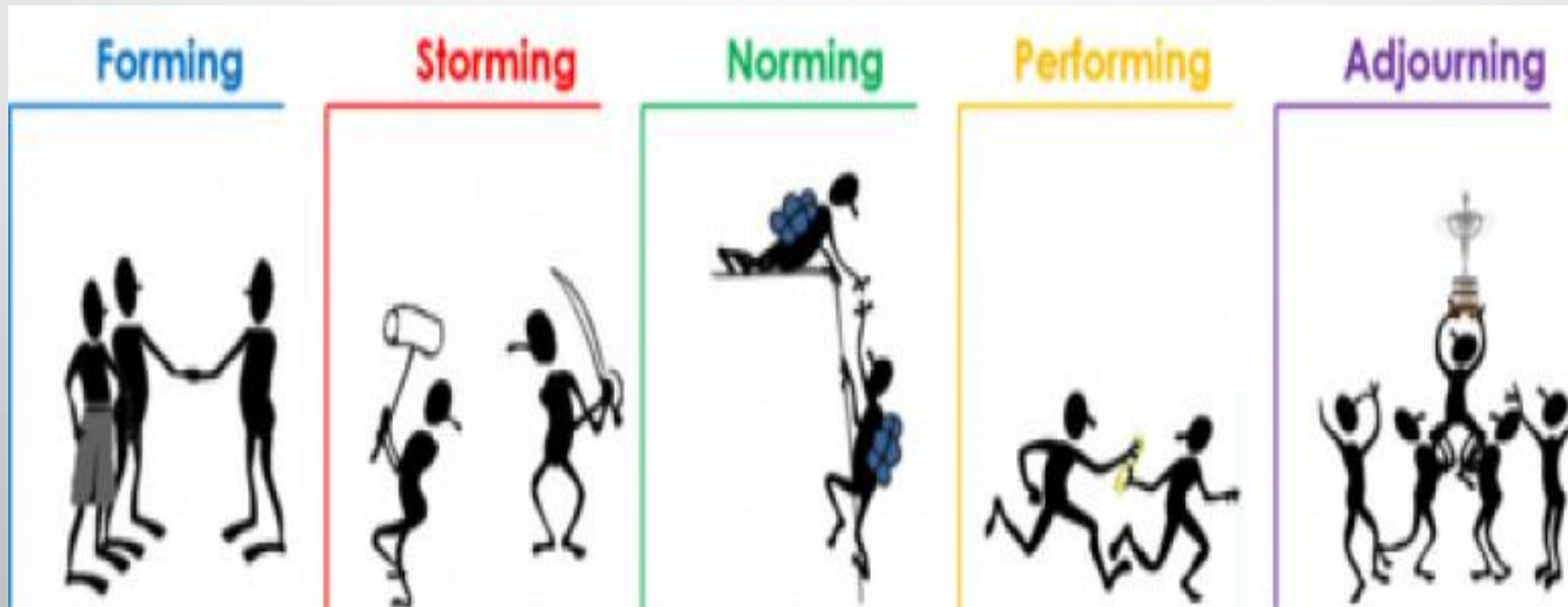
- Psychologist Bruce Wayne Tuckman developed a memorable phrase in 1965.
- The small groups of development 1965:

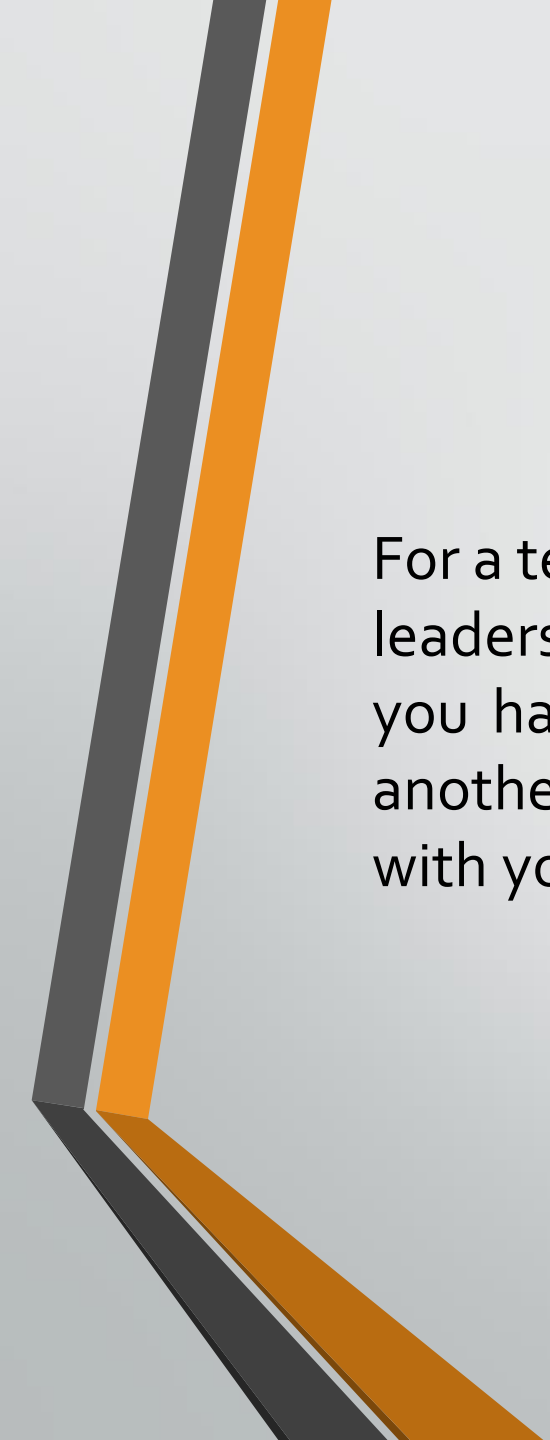


Small groups in 1977 with Mary Ann Jensen:



At the end of this stages through Tuckman , the team will be complete in all the aspects the member should have the caapacity to deal with all the problems that could appear, in addition the members are ready to take differents ways in their life. It is a good time to say good bye and wish luck in their future.





Team Roll

Carol Velez 1917561

For a team to function properly, you must know how to communicate between leaders and workers. It is very important to consider the type of relationship you have with them because depending on it, they will react in one way or another when receiving tasks. It is important to know what strategy to use with your team and how to communicate with each member.

BELBIN, 9 DIFFERENT ROLES

BRAIN ORIENTED ROLES

- PLANT
- MONITOR
EVALUATOR
- SPECIALIST

PEOPLE ORIENTED ROLES

- COORDINATOR
- RESOURCE
INVESTIGATOR
- TEAM WORKER

ACTION ORIENTED ROLES

- SHAPER
- IMPLEMENTER
- COMPLETER FINISHER

Team \ Belbin Role	Team	SCOOBY-DOO!	Buffy the vampire slayer	HUSTLE	THE A-TEAM
Cerebral • Plant • Monitor Evaluator • Specialist					
Action • Implementer • Shaper • Completer Finisher					
People • Coordinator • Team Worker • Resource Investigator					

LEADERSHIP ROLES

LEADERSHIP BEHAVIOURS

- Telling.
- Selling.
- Participating.
- Delegating.

TYPES OF STAGES

1. In the first, the worker is not able to perform the task 100%.
2. The second scenario, workers do not have the skills, but they are motivated to improve them.
3. The worker has the skills but is not receptive to perform the task that the leader asked.
4. Workers have the necessary skills and the attitude to carry out the assigned tasks.

Managing Conflict:

Arteom Poleacov 1917562



- **What is Management Conflict:**
- Conflict is the procedure by which individuals or gatherings see that others have made some move that negatively affects their advantage. The aim of conflict management is to enhance learning and group outcomes, including effectiveness or performance in an organizational setting.
- **Why does conflict happen?**
- - Poor correspondence; Where distinctive correspondence styles lead to mistaken assumptions between workers or representatives and their administrator.
- - Different qualities; any work environment is comprised of people who unexpectedly see the world. Strife happens when there is an absence of acknowledgement and comprehension of these distinctions.
- - Different interests; Conflict happens when singular specialists battle for individual objectives, overlooking authoritative goals and prosperity.



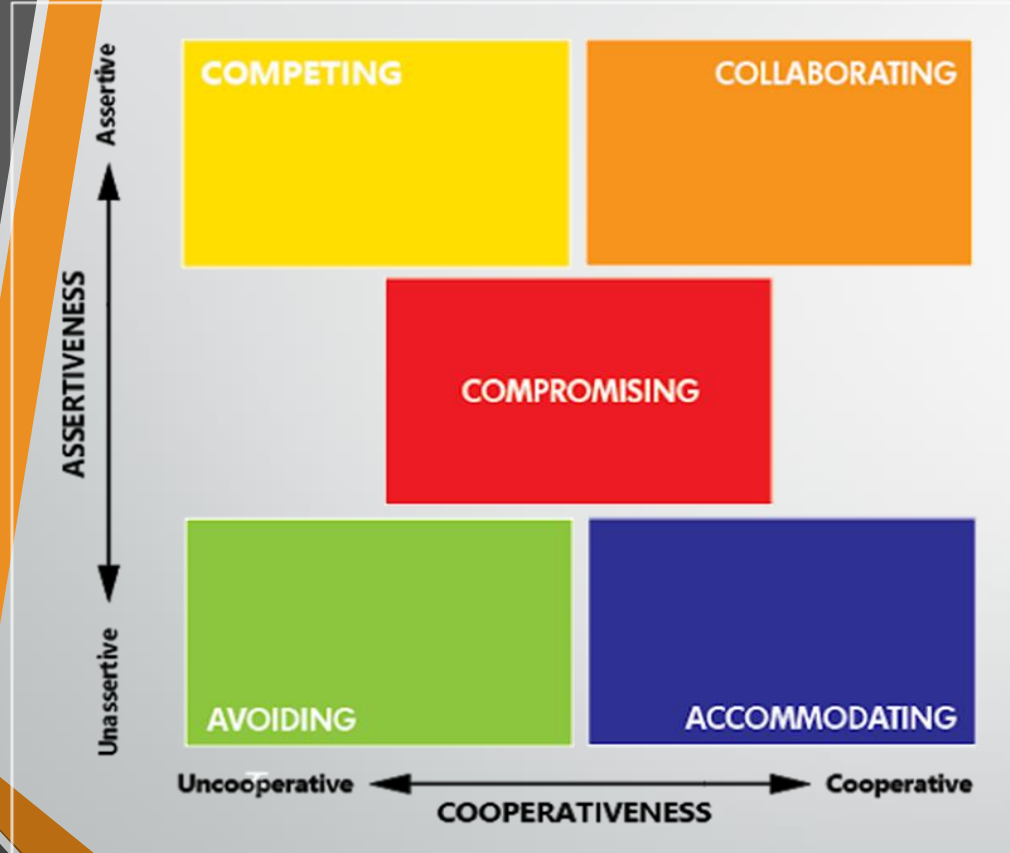
- **Conflict Resolution:**

- Clearly articulate the reasons for strife and recognise there will be alternate points of view
- Communicate how you need the claim to be settled
- Stick to the issues
- Take a break if important

The Thomas Killmann task model:

The Thomas Killman model was intended to delineate the choices we have when dealing with the struggle. The TKI characterises at least five ways to deal with settling strife, and there are additionally two elements of model, decisiveness and helpfulness.

Five approaches that can be utilized in the workplace:



- **Competing:** When battling, an individual seeks after their interests at the other individual's cost, utilizing whatever force appears to be proper to win their position.
- **Collaborating:** Cooperating between two individuals may show up as exploring a distinction to pick up from each other's pieces of information, settling some condition that would make somehow make them look for resources, or confronting and endeavouring to find a creative response for a social issue.
- **Compromising:** A person who regularly utilises a haggling struggle style tries to adjust the requirements of both or all sides in contention by urging everybody to give in on probably a few focuses.
- **Avoiding:** Maintaining a strategic distance from is unassertive and uncooperative. While keeping up a vital good ways from, an individual doesn't rapidly look for after their inclinations or those of the other person.
- **Accommodating:** the accommodating person usually is someone who does not like to make waves and will give in whatever it is practical to do so.

Successful Team Development:

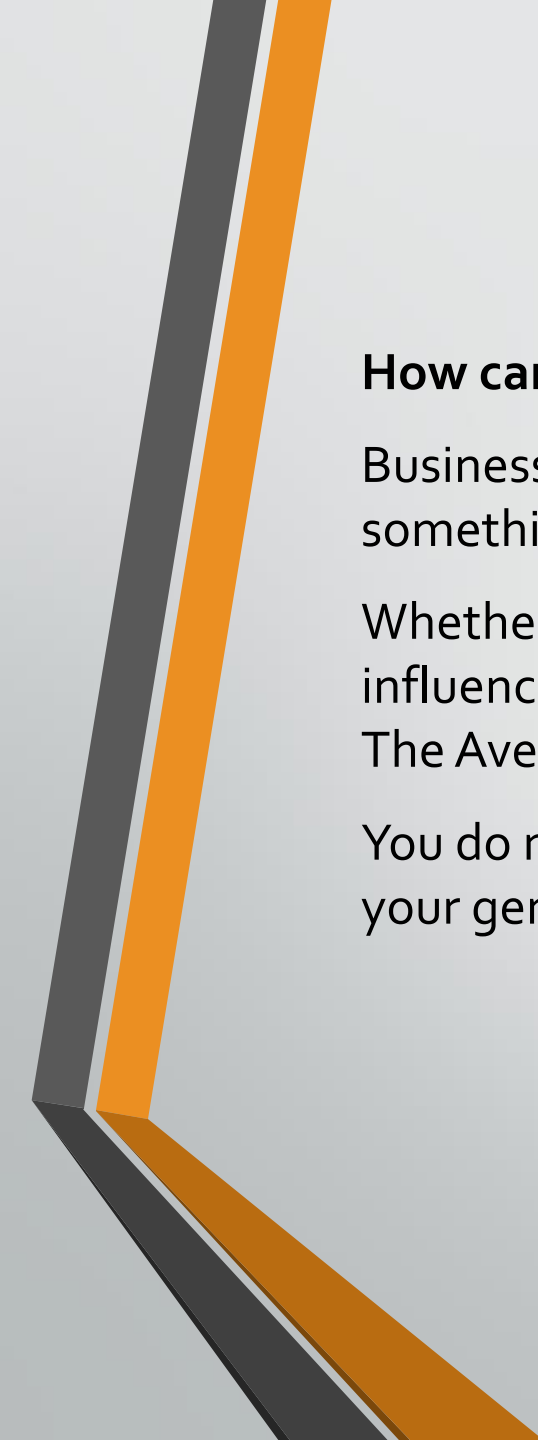
Dariana Soria Pardo: 1914783

- A great team makes a successful team. Team are becoming a key tool for organizing work in today's corporate world. Teams are an effective tool of employee motivation. It is essential to consider the fact that teams develop and get mature over a period. Team development creates a captivating atmosphere by encouraging co-operation, teamwork, interdependence and by building trust among team members.
- In a successful team we find clear and defined goals, open and clear communication, effective desition making and balanced participation which means a full involvement of team members are valued and sought.

There are five key team dynamics that set the teams that thrive aside from those who do not:

1. Physiological security
2. Dependability
3. Structure & clarity
4. Meaning of work
5. Impact of work





How can you help your team advance in their development?

Business owners, managers, and entrepreneurs are often viewed as team leaders. If something fails, they may blame yourself. If it succeeds, they will receive the praise.

Whether you are leading your entire company or a smaller project group, you have a huge influence on team development and performance. It is almost like being Captain America to The Avengers or Steve Jobs to Apple. Of course, those are some big shoes to fill.

You do not have to gain superpowers from a serum or create one of the most iconic brands of your generation to be a great leader.

Conclusion:

Skarlin Salazar 1917558

- Working in a group is beneficial for the members to improve themselves by knowing each other's strengths and weaknesses. Groups have different type of people with different personalities where they bring their individual strengths and creativity to the group. Members can learn from each other and use it to their benefit. Furthermore, as we explained there are some theories about team work, Tuckman's theory is about the stages that a team have to pass to be a good team work in cohesion to achieve their goals.
- Although Balbin's theory of team roles stated that one good team have to have different people with different skills beacuse if not, its not going to work. In addition, we can see how important is leadership for Hersey and Blanchardsey. However, not all teams work in cohesion as sometimes unexpected conflicts can occur as in the theory of Thomas and Killmann show us how we can look for a solution and what are the mains points to have business (competing, collaborating, compromising , avoiding and accommodating).
- Dariana explained how the team can be developed based on the Tuckman's theory and how this can be useful for our business.

References:

- **Benefits of team working:**
- <https://qsfera.it/blog/team-working-vantaggi-lavoro-di-squadra> accessed on 26 July 2020
- **Stages of team development:**
- The team Handbook, 3rd Edition (Scholtes, Joiner, Streibel)
- Managing the project, Team (Vijay Verma)
- **-Conflict Management** (11 January 2017)
- Accessed (07 August 2020): <https://www.youtube.com/watch?v=Zex9Mtfn2V0>
- **-Thomas Killmann Conflict Mode Instrument** (16 August 2019)
- Accessed (06 August 2020): <https://www.youtube.com/watch?v=-cfobN71KQs>
- **-Thomas & Killmann's Conflict Resolution Model** (5 January 2006):
- Accessed (06 August 2020): https://www.youtube.com/watch?v=YVdALd_k8PM
- **Successful team development:**
- Campbell Elton (21st October 2016) *Stages of Teams* Available at [Youtube.com](https://www.youtube.com) (Accessed 7th July 2020)
- Carley Sime (26th March 2019) *Leadership strategy* Available at [Forbes page](https://www.forbes.com) (Accessed 8th August 2020)

Team Roll:

- How do Belbin Roles Work in Teams? Accredited Saturday, 18 July 2020.

https://www.youtube.com/watch?time_continue=13&v=jleXGZdIW8&feature=emb_title

- Belbin's Team Roles, accredited Saturday, 18 July 2020.

<https://www.youtube.com/watch?v=1rKZAd1s6wE>

- Hersey and Blanchard, accredited Saturday, 18 July 2020.

https://moodle.uwtsd.ac.uk/pluginfile.php/260142/mod_resource/content/0/Hersey%20and%20Blanchard.pdf

- Situational Leadership Model - Hersey and Blanchard, accredited Saturday, 18 July 2020.

<https://www.businessballs.com/leadership-models/situational-leadership-model-hersey-and-blanchard/>

Effective Team Working & Communication

Module code: BMSW4002

Lecturer name: Lloyd Beharry

Group Members name:

Alessandro Rosano – 1917560

Skarlin Salazar – 1917558

Carol Velez – 1917561

Arteom Poleacov - 1917562

Dariana Soria – 1914783

Introduction: HOW EFFECTIVE IS TEAM WORKING

(Alessandro Rosano 1917560)

- Team working is an essential skill that we can use when we are called to do or complete group work or job.
- Working in a team means that the members need to collaborate to achieve an objective or complete a task.
- In summary, team working is a rare type to work primarily in companies, where the tasks to do can be tough and challenging for just one person.

Summary:

- Team working is a rare type to work primarily in companies, where the tasks to do can be tough and challenging for just one person.

Table of context:

- Introduction
- Summary
- Benefits of Team Working
- Stages of Team Development
- Team Role
- Managing Conflict
- Successful Team Development
- Conclusion

Benefits of team working:

In school environment or some work situation we are called to collaborate with some colleagues or classmates to achieve some goals or complete a task under the request of the teachers or a possible employee, this way to work is called Team working.

Going into more details, Team working comprises a group of people (that can be classmates or something else) to achieve a frequent target.

In summary, this type of work is appropriate for the task that is very articulated and difficult, in such a way to make the best personal skills from each member of the group.

Before to start the work, independently of which work is, it is essential to create a good relationship and interaction within the group, to make the best use of each member's skills.

A good Working team may be analysed by six components of collaboration that are:

- COMMUNICATION
- COORDINATION
- BALANCE OF MEMBER CONTRIBUTIONS
- MUTUAL SUPPORT
- EFFORT
- COHESION

Often, the concept of group work is associated with Teamwork, but there are substantial differences. People within a group are driven by the same interests but focused on their performance that is important but can distract the people from the common objective.

Otherwise, Teamwork is something more articulated and efficient that companies use to create something more desirable in this increasingly and competitive market.

So, in a nutshell, Teamworking is based on the union of forces of each member; therefore, working in this way leads to many advantages and benefits:

PROMOTING LEARNING AND CREATIVITY

Working in a group, there is an increase in creativity; also by using the brainstorming method, we can propose new ideas and find intelligent solutions to any type of problem.

COMBINE THE STRENGTHS OF TEAM MEMBERS

As a team, you can have many advantages, for example, you can use the knowledge and solutions of your group members, so that each person within the group, can give their best by exploiting their skills in the different steps of the project/job.

For example, there may be one more innovative person, one creative and another who is comfortable with the design or organisation of something, all these qualities of different members of the group, can be combined to achieve the final goal.

It is also essential to know that when everyone is free to show what they do best, self-esteem is raised, and frustration decreases. Besides all, working in this way, all the members of the group will be able to trust each other, knowing which individual skills they can rely on.

WORKING IN A TEAM TEACH PROBLEM-SOLVING SKILLS

One of the critical points of group work is undoubtedly the fact of increasing problem-solving skills:

It may happen that during the journey, there are problems because when a group is formed, people probably do not know each other. Therefore, conflicts may arise within the group which can compromise the achievement of the objective, of course, the group is aware that for the good of all, it is essential to cancel these quarrels. Therefore a united group always manages to solve these problems and find the solution, naturally in a more effective way than a specific job in which the stress and pressures are only on a person who has to solve everything alone.

ENCOURAGES TO TAKE RISKS

In a particular job, people often face work overload and pressure overload problems that can lead to poor job success.

Working in a group instead leads people to take risks in a conscious way that can be supported by the whole group and that therefore the responsibility is shared with the team members.

All this promotes group cohesion, productivity and facilitates the display of ideas without hesitation in a freewheeling way.

REFERENCES:

Benefit of team working, accessed on 24 July : <https://qsfera.it/blog/team-working-vantaggi-lavoro-di-squadra>

Stages of the team development

-Skarlin Salazar 1917558

Psychologist Bruce Wayne Tuckman, developed a memorable phrase in 1965 in his article "Developmental Sequence in Small Groups" this is "forming, storming, norming and performing". This has been based on how was a dynamic team working. He thought that this order was inevitable to make one side grow and functionally effectively, giving as a result of high quality.

Although in 1977, the psychologist joins with Mary Ann Jensen, increase the four stages it five stages that are "Adjourning ". This step means when all the team are finishing the actual project. And have the possibility of moving on to another project, work in the future.

The five stages are:

- Stage 1: Forming
- Stage 2: Storming
- Stage 3: Norming
- Stage 4: Performing
- Stage 5 Adjourning (last one added in 1977 with Mary Ann Jensen)

1. Forming:

In this stage is where the components of the group meet each other for the first time, here they introduce each other. All of the ingredients are usually kind and polite, while other members feel anxious, as they do not understand what the team have to do. They often talk first about their goals and their backgrounds. Also, they have to start thinking about the roles of the group.

Once the team roles are selected, the team leader must make clear the points and the objectives of the project. The team leader should know that all the members are involved in their team roles, and they feel comfortable with that to do a successful project. The team leader has to ensure that he has the skills to guide the team because they depend on him.

In this stage, they just chose the roles; they do not start to work on the project.

2. Storming

The storming stage is the most difficult for the teams and more if the team who has never worked together before. Is where the members start to compete with each other for acceptance of their ideas. They are people different, so they have different opinions and ways to work, which causes conflicts and where the team leader has to deal with progress in this stage. The guidance of the team leader is essential for all the team to learn how to resolve problems and have responsibilities about their team roles.

In this stage, the team leader has a big responsibility to make sure that all the members listen to each other and respect their differences and ideas.

This stage ends when all the team members learn to respect and accept each other. That is a great facility to work together and do a good project.

3. Norming:

When the team arrives, this stage is because they are starting to work together, they are focused on the same goal to do an active project and no in their purposes. They begin to help each other, and they can good feedback without conflicts. The team members start to trust in their teams.

In this stage, the team leader is not involved in decisions making and problem-solving because the team are working better and learn how to work with each other. They can have more responsibility in these areas.

However, the team leader has to decide if it is required and make sure that all the team are working collaboratively.

4. Performing:

This stage is for the teams that Work at a very high level. They have the skills of problem-solving and making decisions very advanced. They trust and help each other. Here the team are motivated almost to finish the project and get their goals. In this stage, the leader works day-to-day of the group, although the leader will make the essential decisions if all team do not choose.

Arrive at this stage is very difficult; usually, most of the groups cannot progress to level four. Even when they arrive at this stage, they can revert. For example, if a member of the team starts to work independently, it will return to the stage "storming". Also, it could be if there are new members of the group. It will never back to the first stage until all group adapt to each other again.

5. Adjourning:

The last stage was added in 1977. The team members have different plans for the future, so they are moving off into different directions. This stage makes sure for the well-being of the team.

The team leader has to make sure that it is time to celebrate that they finish the project with success. This stage is where they can say good-bye to their team and wish luck in their future.

References:

The team Handbook, 3rd Edition (Scholtes, Joiner, Streibel)

Managing the project, Team (Vijay Verma)

Team roll (Belbin)

-Carol Velez 1917561

Belbin said that each with their strengths and weaknesses has a unique role in the team; and that a perfect team has at least one member from each category. If all team members had the same strength, they would all seek to compete for that skill, and the team would not have a balance. Similarly, with weaknesses, if all team members have the same gap, they will never be able to achieve the objectives.

For example, a team of waiters; if they all had the strength to be baristas, they would all seek to be at the bar making coffee, forgetting the tables. Or if in a team of cooks, none knew how to make rice, they could not fulfil the wishes of some clients, and they would not be doing their job well.

He was drawn to the way weaknesses and strengths influenced each person when it came to Teamwork. Intelligence, dominance, extroversion/introversion, and stability/anxiety determine our actions. He identified nine different types of roles within the work team in 3 categories.

BRAIN ORIENTED ROLES. They have the plan. They are the ones who find a solution to the problem. They always have a new idea or are looking for ways to improve the process, make everything easier. They also get upset if someone contradicts them; they think they know everything (Hermione Granger).

- PLANT
- MONITOR EVALUATOR
- SPECIALIST

PEOPLE ORIENTED ROLES. The people classified in this group are those whose strength is to unite the team, to have the ability to cooperate and understand the members. They help establish roles and exchange information. They do not like to work alone, and they always try to avoid conflicts and help others with their own. (Ron Weasley).

- COORDINATOR
- RESOURCE INVESTIGATOR
- TEAM WORKER

ACTION ORIENTED ROLES. In this category, we can talk about those people that they enjoy most the physical part of the work. They are the ones who finish the tasks; they carry them out. This group likes to be part of the process, turning decisions into actions. They are impulsive and can sometimes create conflicts of interest between the team. (Harry Potter).

- SHAPER
- IMPLEMENTER
- COMPLETER FINISHER

LEADERSHIP ROLES (Hersey/Blanchard)

Leadership is the ability of a person to motivate and lead a group of people to achieve common goals so that they work as a team. Hersey and Blanchard emphasised the importance of choosing an appropriate leadership strategy for it to work with success.

For them, the factor of the followers is significant, since they are the ones who "make" or "determine" the leader. Regardless of what they do, if their followers do not accept them, they will not be a leader.

For workers to follow the leader, there must be a good relationship; this will influence behaviour and collaboration when doing a task.

Hersey and Blanchard consider that there are four different types of leadership behaviours:

- Telling. In this type of behaviour, communication is direct and short. The leader specifies how, when, where and who wants to do the task.
- Selling. Here it would be similar, only that the leader has a closer relationship with the employee and provides support.
- Participating. The leader and the members join together in decision making; this makes the team feel more united.
- Delegating. The leader empowers the task without paying much attention to details.

And there are four types of stages:

1. In the first, the worker is not able to perform the task 100%. He does not have the knowledge or the self-confidence to carry it out. They need direct and clear orders.
2. The second scenario, workers do not have the skills, but they are motivated to improve them, and they are open to cooperating.
3. The worker has the skills but is not receptive to perform the task that the leader asked.
4. Workers have the necessary skills and the attitude to carry out the assigned tasks. The leader does not have to say anything because they have initiative.

With this, they want to highlight the connection between the assigned task and the behaviour of the workers to carry it out. Depending on the relationship you have with your workers, they will react in one way or another when receiving tasks. It is essential to know what strategy to use with your team and how to communicate with each member.

References

How do Belbin Roles Work in Teams? Accessed Saturday, 18 July 2020.

https://www.youtube.com/watch?time_continue=13&v=jleXGZdIW8&feature=emb_title

Belbin's Team Roles, accessed Saturday, 18 July 2020.

<https://www.youtube.com/watch?v=1rKZAd1s6wE>

Hersey and Blanchard, accessed Saturday, 18 July 2020.

https://moodle.uwtsd.ac.uk/pluginfile.php/260142/mod_resource/content/0/Hersey%20and%20Blanchard.pdf

Situational Leadership Model - Hersey and Blanchard, accessed Saturday, 18 July 2020.

<https://www.businessballs.com/leadership-models/situational-leadership-model-hersey-and-blanchard/>

Managing conflict (Thomas and Killmann)

- Arteom Poleacov 1917562

What is Management Conflict:

Conflict is the procedure by which individuals or gatherings see that others have made some move that negatively affects their advantage. The struggle is an ordinary piece of a group's life. Sadly, individuals have misguided judgments about the contention that meddle with it. Working environment strife is an apparent dissimilarity of interests, a conviction that parties current points are contradictory. Whenever individuals cooperate in each organisation, the struggle is an ordinary piece of working together. We realise that contention is typical in any working environment. When it happens, there's an inclination for confidence to be brought down, for non-appearance to increment, and for profitability to diminish. Dealing with and settling clashes is one of the most unmistakable difficulties administrators and representatives face.

Why does conflict happen?

There are numerous causes and explanations behind clash in work; they include:

- Poor correspondence; Where distinctive correspondence styles lead to mistaken assumptions between workers or representatives and their administrator.
- Different qualities; any work environment is comprised of people who unexpectedly see the world. Strife happens when there is an absence of acknowledgement and comprehension of these distinctions.
- Different interests; Conflict happens when singular specialists battle for individual objectives, overlooking authoritative goals and prosperity.
- Scarcity of assets; Too frequently, representatives feel that they need to go after accessible assets to carry out their responsibility. In an asset-scarce condition, this causes struggle despite attention to how insufficient assets might be.

- Personality conflicts; All workplaces are comprised of varying characters except if associates comprehend and acknowledge each other's way to deal with work and critical thinking, the contention will happen.
- Poor execution; When at least one people inside a work unit are not performing, not attempting to their maximum capacity, and it's not tended to, the struggle is inescapable.

Conflict Resolution:

In settling struggle, it's essential to try to follow explicit focuses:

- Clearly articulate the reasons for strife and recognise there will be alternate points of view
- Make an away from of why you need the contention settled, and the motivations to deal with the fight
- Communicate how you need the claim to be settled
- Address gives vis-à-vis
- Stick to the issues
- Take a break if important

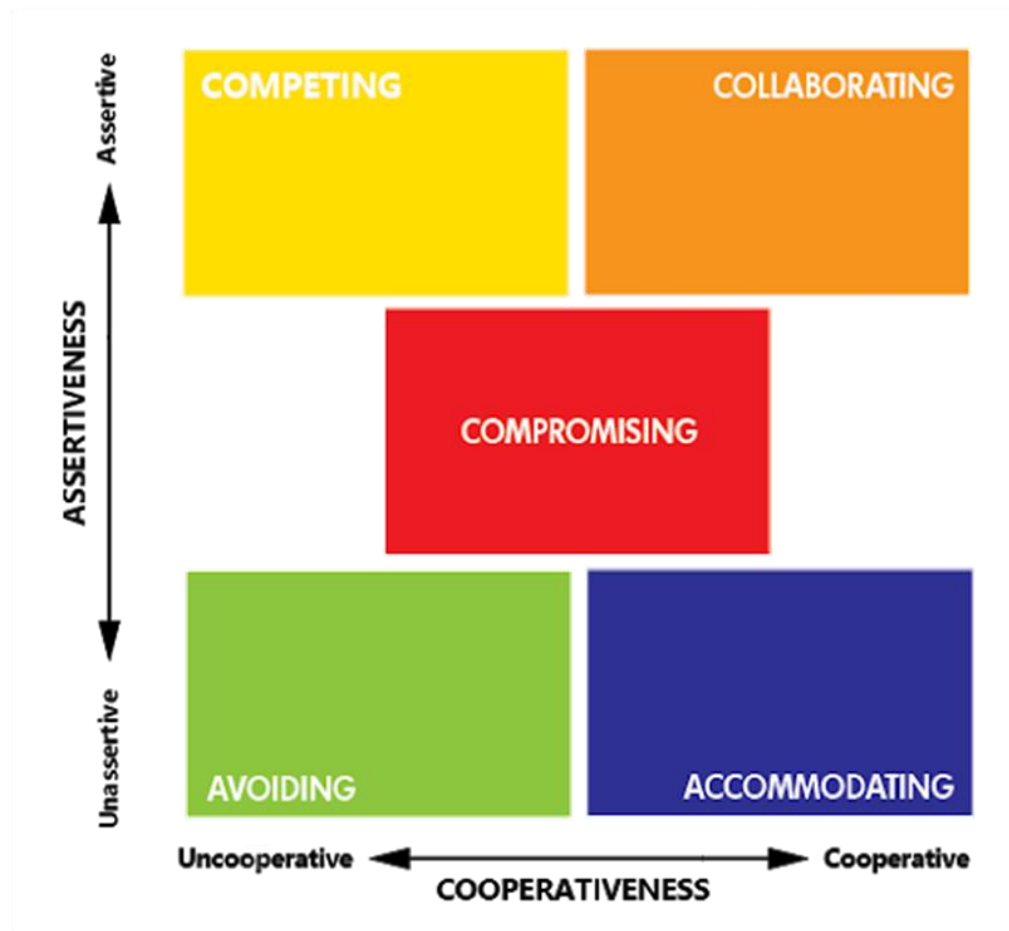
The Thomas Killmann task model:

The Thomas Killman model was intended to delineate the choices we have when dealing with the struggle. The TKI characterises at least five ways to deal with settling strife, and there are additionally two elements of model, decisiveness and helpfulness.

The TKI is intended to gauge an individual's conduct in struggle circumstances.

- Assertiveness: The degree to which the individual endeavours to fulfil their interests.
- Cooperativeness: The degree to which the person attempts to fill the other individual's interests.

Five approaches that can be utilised in the workplace:



(Five conflict management styles from Google Images)

-Competing: Competing is assertive and uncooperative, a power-oriented mode. When battling, an individual seeks after their interests at the other individual's cost, utilising whatever force appears to be proper to win their position. Contending may mean supporting your privileges, guarding a place you accept is right, or just attempting to gain.

-Collaborating: Teaming up is both decisive and agreeable. While teaming up, singular endeavours to work with the other individual to discover an answer that completely fulfils the worries of both, it includes diving into an issue to distinguish the fundamental interests of the two people and to locate an elective that meets the two arrangements of concerns. Cooperating between two individuals may show up as exploring a distinction to pick up from each other's pieces of information, settling some condition that would make somehow make them look for resources, or confronting and endeavouring to find a creative response for a social issue.

-Compromising: Trading off is middle of the road in both self-assuredness and helpfulness. While trading off, the goal is to locate an alluring, commonly adequate arrangement that mostly fulfils the two players. Bargaining falls on a centre ground among contending and obliging, surrendering more than arguing however not precisely forcing. Similarly, it tends to an issue more legitimately than keeping away from yet doesn't investigate it in as much

profundity as working together. Trading off might mean finding some middle ground, trading concessions, or looking for a speedy centre-ground position.

-Avoiding: Maintaining a strategic distance from is unassertive and uncooperative. While keeping up a vital good ways from, an individual doesn't rapidly look for after their inclinations or those of the other person. The individual in question doesn't address the contention. Maintaining a strategic distance from might appear as carefully evading an issue, delaying a problem until a superior time, or just pulling back from an undermining circumstance.

-Accommodating: Obliging is unassertive and helpful—something contrary to contending. While changing, an individual disregards their interests to fulfil the attention of the other individual; there is a component of selflessness in this mode. Obliging may appear as sacrificial liberality or noble cause, complying with someone else's organisation when you would lean toward not to, or respecting another's a place of view.

References:

-Conflict Management (11th January 2017):

Accessed (07th August 2020): <https://www.youtube.com/watch?v=Zex9Mtfn2V0>

-Thomas Killmann Conflict Mode Instrument (16th August 2019)

Accessed (06th August 2020): <https://www.youtube.com/watch?v=-cfobN71KQs>

-Thomas & Killmann's Conflict Resolution Model (05th January 2006):

Accessed (06th August 2020): https://www.youtube.com/watch?v=YVDaLd_k8PM

-Managing Conflict- Thomas Killmann Conflict Mode Instrument (31st March 2011):

Accessed: (06th August 2020): https://www.youtube.com/watch?v=QFf88IVl_Wc

Successful team development

Dariana Soria Pardo 1914783

A great team makes a successful team. The team are becoming a vital tool for organising work in today's corporate world. Groups are a useful tool for employee motivation. It is fundamental to consider the way that teams develop and get mature over a period. Team development creates a captivating atmosphere by encouraging co-operation, Teamwork, interdependence and by building trust among team members.

In a successful team, we find clear and defined goals, open and transparent communication, effective desition making and balanced participation which means a full involvement of team members are valued and sought.

Five fundamental team dynamics set the teams that thrive aside from those who do not:

1. **Psychological security** - This revolves around feelings of safety and trust within a team. The level of risk members feels able to take and whether to do so would leave them feeling unsafe or embarrassed.
2. **Dependability** - This is quite self-explanatory. Dependability encompasses a team's ability to rely on one another, trust that work will be delivered on time and high of quality.
3. **Structure & Clarity** - Structure and clarity refer to how clear groups are on their objectives, the jobs and obligation of every person and how these are actioned and executed.
4. **Meaning of Work** - Teams that succeed is regularly comprised of people who are taking a shot at something that feels significant on an individual level. The work has a meaning that goes beyond just satisfying the company and the team company and has its incentive to the person.
5. **Impact of Work** - Teams who have a genuine belief in the value of the work they are investing in and that it matters, again, influences the success of the teams.

(Carley Sime, 26th March 2019) (Forbes page)

Team effectiveness can include secure connections and bonds between the team. Also, it is essential to know who the dealer of the group is.

Fist stage – Forming

In this stage, colleagues need to create connections and comprehend what part each person plays. Becoming acquainted with one another and know their experience and their behaviour and fit together, at this stage, the leader must direct the work effort.

Be that as it may, because this stage concentrates more on the individuals than on the work, your group presumably will not be very productive yet.

The leader might create a team charter which includes few points:

- Scope: This defines what work needs to be done, what is included and not included.
- Mission and objectives: This is the declaration of team purpose
- Roles: We must be the defined job roles or position descriptions, including the function and responsibilities and the key performance indicators.
- Resource requirements: all physical and human resources required to get the job done. This may include any training or development opportunities.

(Campbell Elton, 21st October 2016) (YouTube)

Second stage – Storming

Member is testing the boundaries of the team and each other. Disagreement and conflict must be resolved in this stage. The Teamwork can be failed; the team cannot find the way to work productively together and resolve the issues the ones can be effective. Once you are aware of their flaws, you either learn to embrace them or the relationship will end quickly.

The personalities may clash, so the initial feelings of excitement and the need to be polite must be noticed. Here is where the leader will motivate the team and keep the focus on the goals. Regardless, it is essential to remember that most associations experience struggle. If you are the pioneer, remind individuals that differences are substantial.

Stage three – Norming

During this stage, people start to notice and appreciate their team members strengths and knowledge. Everybody is contributing and functioning as a durable unit. Here is where members can ask between them their enquiries.

The leadership style may be more democratic in this stage to ensure team effectiveness.

Stage four – Performing

In this stage, individuals are specific, roused, and comfortable enough with the undertaking and their group without management. Everybody is on the same wavelength and driving no holding back towards the last objective.

The fourth stage is the one that all gatherings endeavour to reach. However, some don't make it. They, for the most part, neglect to conquer struggle and can't cooperate.

Stage five – Adjourning

Once a project ends, the teams may be disbanding. This stage is, at times, known as grieving because individuals have developed close and feel a misfortune since the experience is finished. The role of the leader to identify in which stage the team is to maximise the team effectively.

Why are the five stages of group development critical?

These stages are essential for a successful team because the best groups are built with effort and cultivated to provide a good result but throwing a group of talented people together does not imply that they will frame an extraordinary group. Trusting that your organisation or undertaking will be a triumph will not make it happen. That is why to achieve the goals of the work; we must have a good leader who does it well.

How might you help your group advance in their turn of events?

Entrepreneurs, chiefs, and business people are frequently seen as group pioneers. On account of something misses the mark, they may accuse yourself. On the off chance that it succeeds, they will get the recognition.

Regardless of whether you are driving your whole organisation or a littler task gathering, you affect group advancement and execution. It is practically similar to being Skipper America to The Vindicators or Steve Occupations to Macintosh. Those are some large shoes to fill.

You don't need to pick up superpowers from serum or make one of the most famous brands of your age to be an incredible pioneer.

LIST OF REFERENCES

- Campbell Elton (21st October 2016) *Stages of Teams* Available at [Youtube.com](https://www.youtube.com/watch?v=...) (Accessed 7th July 2020)
- Carley Sime (26th March 2019) *Leadership strategy* Available
- t [Forbes page](https://www.forbes.com/...) (Accessed 8th August 2020)