

Teamwork

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Introduction



Teamwork is the meaning for a group of people working together with the one purpose.



In order to work as a team, we will be facing some advantages and disadvantages.



Teams are effective when they aren't just dividing up tasks and working independently to get them done faster



Benefits of teamwork

- In the Teamwork, there should always be a leader and secure that everyone collaborates, this could give you some advantages and benefits for your workplace



Motivation

- Working as a team can help to motivate your team members and working together will boost the productivity, and after seeing success can motivate others to stick with their goals, even if they encounter challenges

Team Innovate Faster

- There are generally innumerable answers for any activity or issue. When one individual takes on a project, they might be able to generate a few new concepts over the course of the project.
- However, when a team works on an issue the projects gains from a variety of viewpoints, expertise, and experiences at once.



A stylized illustration on the left side of the slide. It features a large, round, white clock with a dark blue frame and hands. The clock is surrounded by various office-related items: a yellow lightbulb, a calendar showing the number 7, a red and white striped object, and some papers. The background is a light teal color with a white circular shape behind the clock.

Enhances **Flexibility**

- Everyone in the team understands their individual tasks and responsibilities and is willing to step up if one person is unable to finish a particular task. Due to the team's increased flexibility and capacity for adaption, new obstacles can be overcome with ease

Stages of Team Development

- Teams, as most of us are aware, go through stages of development. Bruce W. Tuckman created the most widely utilized framework for a development in the mid-1960s
- These are the stages teams go through:
 - Forming
 - Storming
 - Norming
 - Performing

Forming

The forming stage occurs when team members first come together as a team

Get to know each other

Build relationships

Clarify team purpose

Set individual roles and expectations

This stage is one of confusion

Storming



Understanding how
team decisions are
made



Purpose is clear but
team relationships
are blurry



Improve team
communication



Articulate team and
individual needs



Agree on how to
handle conflict
productively

Norming

01

The team begins to settle into a productive workflow and normality is established.

02

Build team spirit.

03

Relationships are well understood in the team.

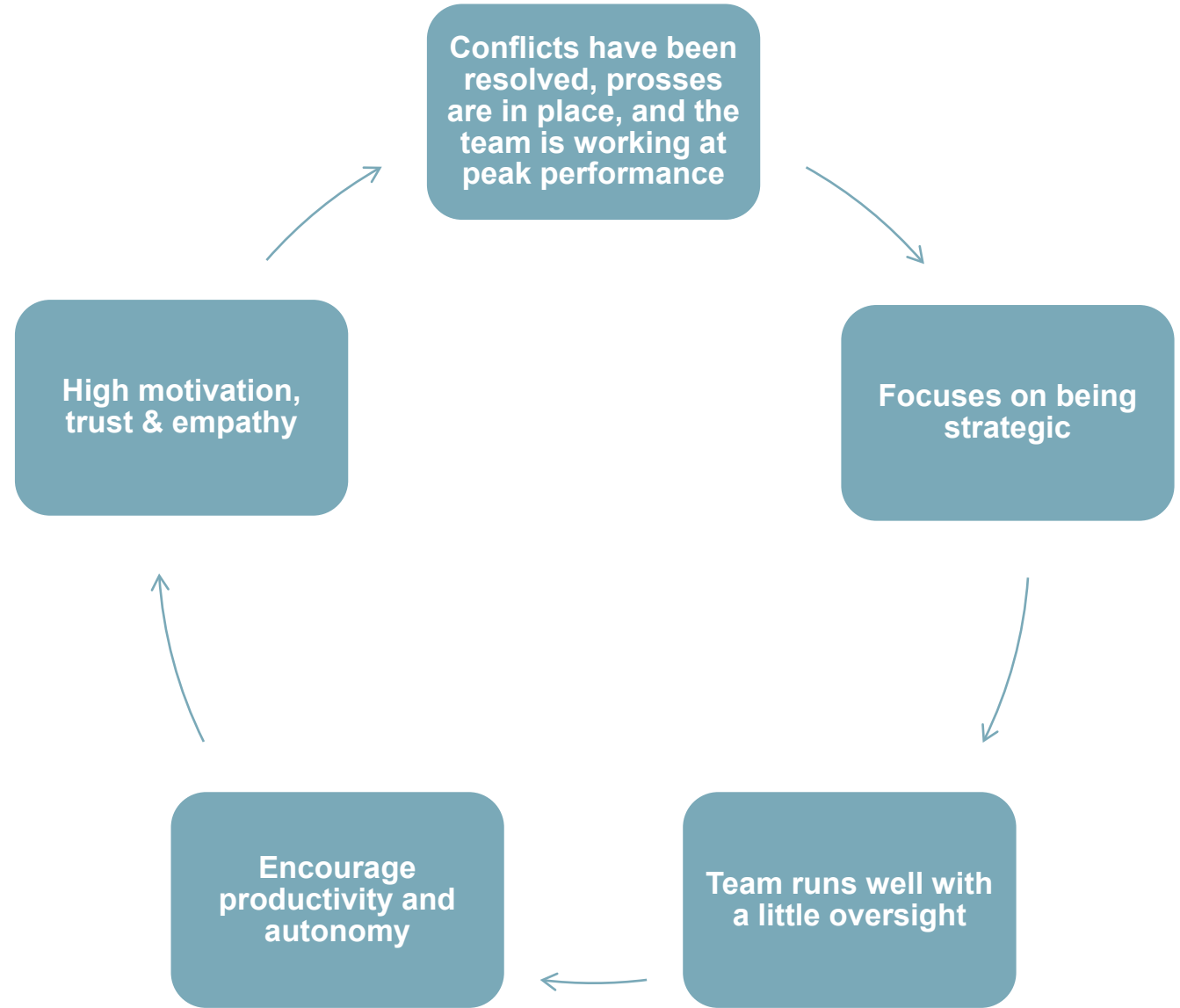
04

Give the group room to grow.

05

Surface and analyze problems effectively.

Performing



Team Roles

- Team roles represent a proclivity to interact with others in a specific way in order to facilitate team growth. According to R. Meredith Belbin, teams require the nine-role kind listed below.*

<u><i>Action Oriented Roles</i></u>	<u><i>People Oriented Roles</i></u>	<u><i>Thought Oriented Roles</i></u>
Shaper	Coordinator	Plant
Implementer	Team Worker	Monitor-Evaluator
Completer Finisher	Resource Investigator	Specialist

Team Roles

<u>TEAM ROLES</u>	<u>STRENGTHS</u>	<u>WEAKNESSES</u>	<u>ADVANTAGES</u>	<u>DISATVANTAGES</u>
SHAPER	Competitive, enjoys working under pressure. Motivated to overcome difficulties.	Can be impatient and offend other people.	Provide the necessary drive to ensure that the team keeps moving and does not lose focus.	They could risk becoming aggressive in their attempts to get things done.
TEAM WORKER	Listens to others, is diplomatic and avoids friction.	Tends to avoid confrontation .	Help the team to gel and complete any tasks currently not being actioned.	They might be hesitant to make unpopular decisions.
SPECIALIST	Dedicated to a particular subject. Provide knowledge and skills that others do not posses.	Dwells in technicalities.	Brings in-depth knowledge of one specific area to the team.	They overload you with information.

Different ways of managing conflicts

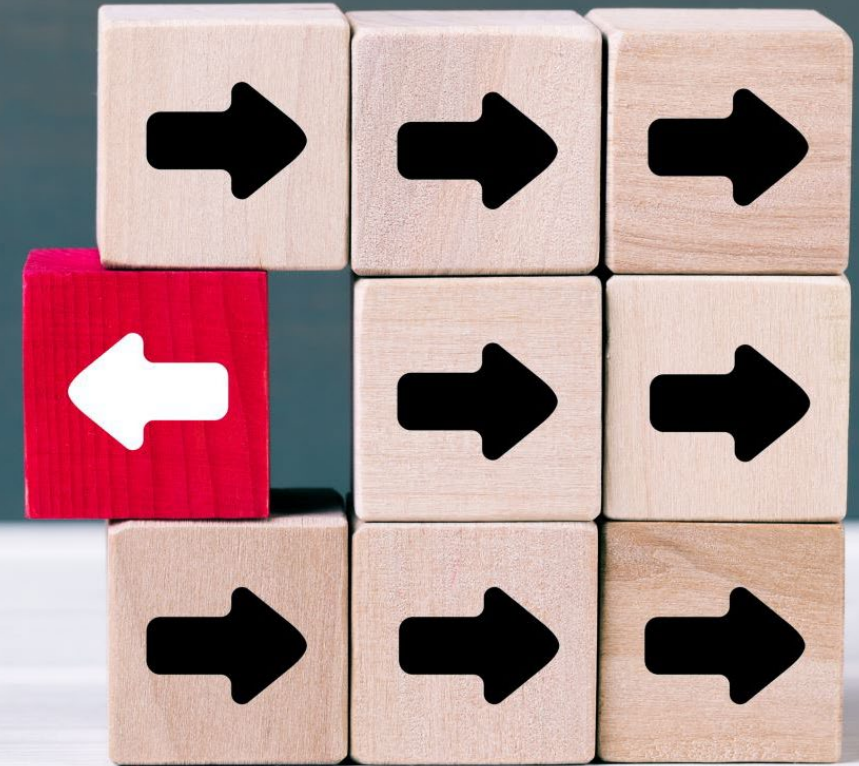
Competition

Compromise

Avoidance

Accommodation

Collaboration



Different ways of managing conflicts

1

Compromise

- *"Lose-Lose"*

2

Competition

- *"Win-Lose" Approach*
- *Between Companies*
- *Between Colleagues*

3

Collaboration

- *"win-win"*
- *Ideal but easy*

SUCCESSFUL TEAM DEVELOPEMENT



**COOPERATION-> COMBINE
SKILLS TO BETTER
OUTCOMES**



GOOD COMMUNICATION



**VALUE EVERYONE'S AND
OPINIONS -> DIFFERENT
PERSPECTIVES**

Conclusion

You now understand the value of teamwork and why it is essential for a business to achieve its goals. It's important to create a positive work atmosphere where people can grow both individually and collectively.

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A team can function more quickly and effectively when everyone on the team shares the effort equally. Everyone feels proud of and confident in their role as a result of this.

A light brown downward-pointing arrow indicating a flow from the second text box to the third.

Effective teams influence strong working relationships, which in turn will promote better results.

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