

EFFECTIVE TEAMWORKING AND COMMUNICATION BNSW4002_LON GROUP 6

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Teamazing Consultants

Introduction of team members

Student Name	Student ID	Topic
Faiza Razak	2020832	Benefit of Teamwork
Ewelina Halina Serdynska	1922217	Stages of team Development
Irina Muntean	2023151	Team Roles
Clint Aloysius Visvakula	2021280	Managing Conflict
Alina Jubea	2023149	Successful Team Development

An illustration depicting teamwork. On the right, a man in a red striped shirt and red pants is placing a green puzzle piece into a larger structure. The structure consists of several interlocking puzzle pieces in red, green, and blue. Below the puzzle pieces is a large, silver, metallic-looking base. On the left, the legs and feet of several people are visible, suggesting a group of people working together. A white box with a black border is positioned in the center-left, containing text about the benefits of teamwork.

Benefit of Teamwork

- Increased productivity
- Reduces Workload
- Working in teams boosts employee morale and motivation

(Middleton, T., 2021)

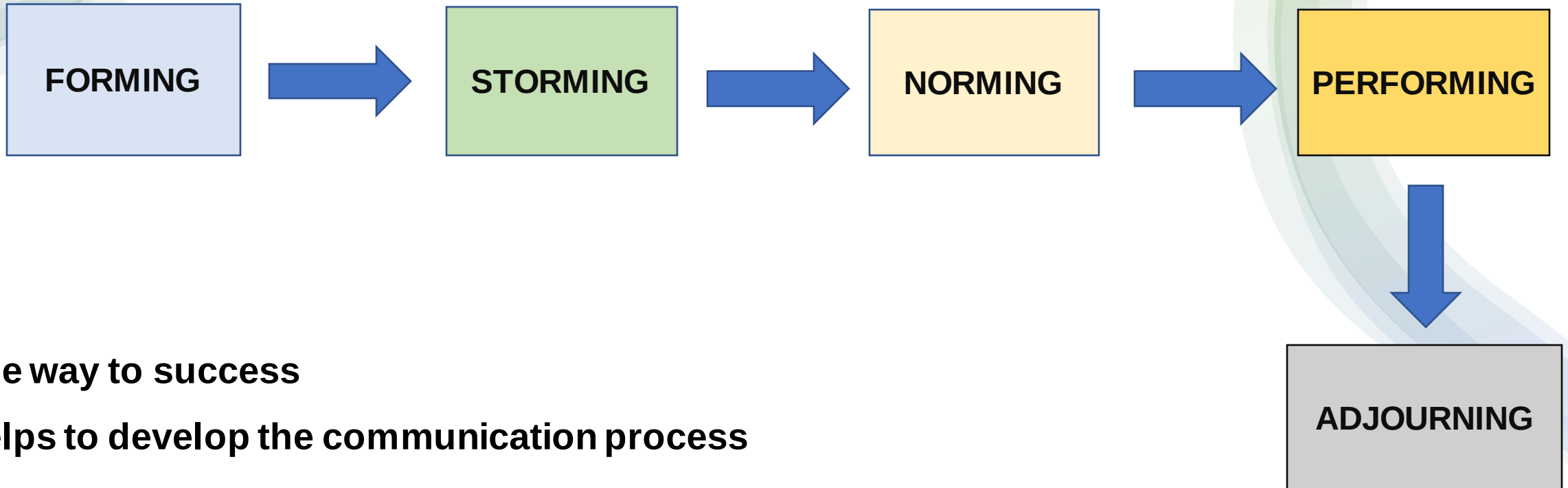
Benefit of teamwork

- Teaches Conflict Resolution Skills
- Teamwork promotes strong working Relationships
- Flexibility
- Teamwork makes the dream work.

(Magaloff, L., 2019)



TUCKMAN STAGES OF TEAM DEVELOPMENT



- The way to success
- Helps to develop the communication process
- Is necessary to analyse different situations

FORMING

- The Team gets to know each other
- Traying to show good impression
- Getting to know your duties
- The beginning of trust in the team
- Asking the leader about direction



STORMING

- Possible conflict between team members
- Not understanding the rules
- The team sees the difficulties and expresses their opinions
- The leader may have difficult challenges



NORMING

- The Team is shares their ideas
- They can feel more comfortable
- Thinking about achieving your goal
- Helping in difficult situations
- Time for evaluation and productivity



PERFORMING

**Job
satisfaction in
the team**

Showing skills

**Reaching the
goal**



(Poeske, 2018)

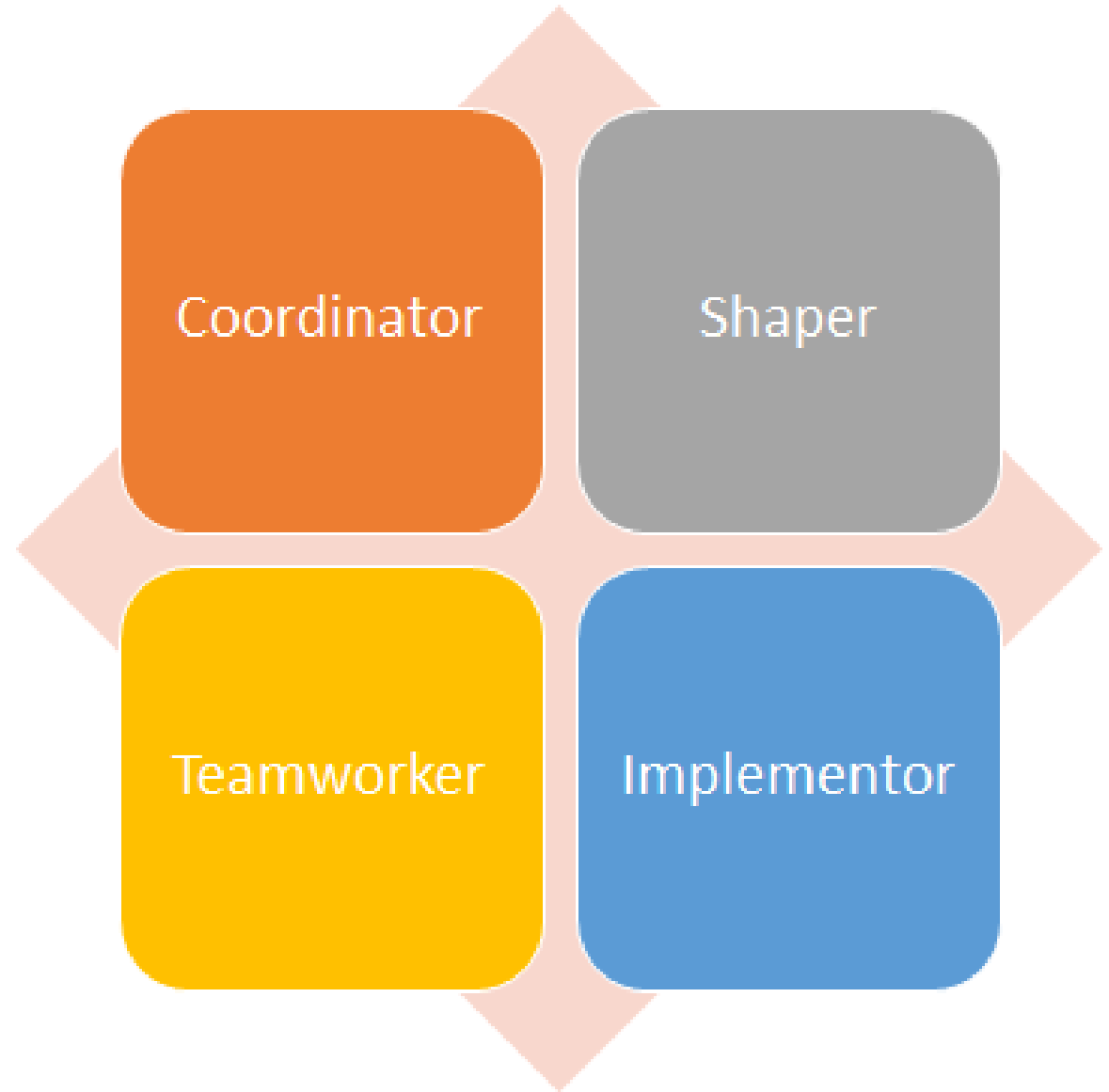
ADJOURNING

**End of
cooperation**

**Celebrating
success**

(Mindtools, 2021)

Belbins Team Roles



Situational Leadership

- It's a way of adjusting ones management style to adapt to each situation or task
- There is no “one size fits all”
- Give direct, specific advice but be open to other team members suggestions
- General George Programme is one of the American militaries most great examples of situational leadership
- We need to adopt different leadership styles based on the situation of the team (Truex, L., 2019).

Coordinator

- Advantages
 - Self disciplined and a good two way communicator
 - Mature, Confident and trusting – Promotes decision making
 - Clarifies goals
- Disadvantages
 - Not the most clever or creative
 - Decisions taken after everyone has had a say

(Belbin, 2021).

Shaper

- Advantages
 - A task Leader
 - Seeks to convert ideas into action
 - Makes things happen
- Disadvantages
 - Impulsive and Impatient
 - Comes across as arrogant

(Belbin, 2021).

Team Worker

- Advantages
 - Aware of individual needs
 - Active internal communicator
 - Team member
- Disadvantages
 - Indecisive in hard situations
 - Easily led

(Belbin, 2021).

Implementor

- Advantages
 - Reliable
 - Disciplined
 - Turns ideas into plans
- Disadvantages
 - Inflexible
 - Slow at responding to situations

(Belbin,2021).

- 
- Causes of conflict
 - Managing conflicts
 - Resolving conflicts
-



Causes of Conflict categories



- Communication factor
- Structural factor
- Personal factor

(Varney, 1989)

Managing conflicts according to Thomas and Killmann

- Competition
- Collaboration
- Compromise
- Avoidance
- Accommodation

(Thomas & Kilmann)



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Resolving conflict

- Listening
- Acknowledging
- Responding
- Resolve reviewing differences

(Weiss, 1997)



How to build a successful team

- First and foremost it is imperative to have a solid plan
- Understanding your team's culture is the recipe to success
- Demonstrate respect to not only the cleaner but also to the board members
- When people feel respected and valued they will perform to their optimum
- Talk to people

(Bryant, A.)

6 Ways Successful Teams Are Built To Last



Be mindful of how you treat people



Be personable and get to know your work colleagues



Roles and responsibilities need to be clearly defined



Acknowledge and reward



Feedback in a timely manner



Ensure successes are always recognised and celebrated.



(Llopis, G., 2012)

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