

University of Wales Trinity Saint David
Effective Team Working and Communication
(task 2, stages of development)
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Introduction

The report is based on all what I have learned about the stage of development thanks to the researches that I made online and information that I have read on books.

During our researches as a team we have passed all those stages written below, which made our group strong and compact. We had arguments problems but at the end we solved all the problems and we worked very professionally to finish our work properly and on time.

Stage of team development

What is the stage team development? The team development is a set of point that if followed correctly at the end you will get a proper team work.

To begin, to become a strong team you should ask yourself these questions:

Where does the team stand now?

Its about how can a team stand together and help each other so they can find good why to communicate between each other.

Where does the team want to go?

How is the team going to get there?

After that the team answers those questions they have to getting to know each other discovering who is good at what and how you work best together, so than you can associate to each one the part where they can give the best of the self.

In every team work, there is always someone who will conflict for example because two people want the same part, or for many other reasons, but that's normal and after that the group solves those conflicts, work as a group will be easy because you already know each other.

Team Development

A team Development is a group of individuals, who may have different functions and different goals, but which ultimately reach a collective goal. The team can be made for many reasons but the stages written below are normally passed from everyone. The team development id divided in five stages, which are: forming, storming, norming, performing and adjoining.

Build a team takes time and is not easy to work together for a group of people from the first time. Very important in a team is the leadership and management skills; but also the communication in a team is fundamental to understand better each other and work as a team.

Here below there are the five essential stages goes through during team development.

The forming and storming, norming and performing it's a group development was proposed from Bruce Tuckman in 1965, and he said that these phases are necessary for any team to grow face up and challenges and to solve problem and find solution and plan work and deliver results. And these inevitable phases were critical to team growth and development, hypothesized that along with these factors that interpersonal relationship. So I will start tackling about successfully navigate and create and effective group function.

Forming

Forming is the initial phase of building a group that's going to work together they don't need necessary to know each other they are individuals that are assigned to work in a group for a project.

At this moment they're looking for a Leader or guidance for goal-setting responsibilities and goals are still unclear.

Also, they can experience a lack of communication as it's the beginning of the formation no one is communicating their viewpoint as we explained the goal is not yet evident.

This is why the leader needs to make people comfortable and make sure everyone is ready to stay a new project.

This is The last phase of a group construction this is when the group is beginning to succeed and collaborate as a team they benefit, support, and help each other and they have civil conflict which is motivating.

Although things are more safe than ever, good leadership is still key to preserving this structure. Enjoying wins and milestones should not be ignored.

Also, while the team rushes toward their final ideal, quality confidence becomes significant. Even a highly effective team can sometimes make mistakes. Something can happen that can ruin team morale and This could lead a team in the Performing stage of team development right back to the Storming stage, all in one day so yes you can progress by creating a team but you can also going back to the previous stages.

At this point, the role and goals are all clear and people are focusing on getting things done.

At this point talking from a leader's perspective the leader has an important role which is to maintain things adequately and delegate people also push people to do more so they can be challenged every time.

The team now is willing to do more their trying to understand what they're trying to achieve how they want to achieve it and what they can do to achieve it.

Also, the leader needs to focus on creating new tasks make sure everyone is concentrated and pleased with their tasks.

Storming

The storming stages is the second stage, in my opinion the most difficult one, where conflicts arise members are uncomfortable with their group members. In this stage there is a lot of competition between the members for roles and leadership arises. At this point the leader steps in to reduce tension between the members, because also that is the group leader job.

As in any relationship between people, there can be conflicts that can ruin relationships but also improve them. Disagreement and conflicts must be resolved before get at the next stage (norming).

The good point of this stage, after all those negative once where everything is made clear and the work can continue.

at this stage team members may be focussed on themselves, rather than the team.

And people start to push them self against the established boundaries. Conflict or friction can also arise between team member as their true characters and their preferred ways of working surface and clash with others.

And as a stage team members may challenge your authority style or even any team this is can make any team to lead good.

But if this roles are not clear its might be frosted or progress.

Norming

Norming stage is the stage where the team starts to function together as we know in the previous stage which is storming the team had some misconceptions but in this stage, they move past their earlier conflicts and start to understand each other's work habits and standards and everything seems more fluent. Responsibility and roles are more clear expectations are established, and it's easier to collaborate

they'll begin to understand they have the same goal and they have to work together to achieve it.

The only issue in this phase the team is trying to avoid any types of conflicts and sometimes confrontations are good for the team to understand different points of view this is why the leader is really important because he needs to encourage people to speak up and finds out what orders are thinking and make an arrangement for everyone this is The last phase of a group construction this is when the group is beginning to succeed and collaborate as a team they benefit, support, and help each other and they have civil conflict which is motivating At this point, the role and goals are all clear and people are focusing on getting things done. At this point, the leader has an important role which is to maintain things adequately and delegate people also push people to do more so they can be challenged every time. The team now is willing to do more their trying to understand what they're trying to achieve how they want to achieve it and what they can do to achieve it.

Performing

What is the performing stage? It is a group that sets group rules, solves more personal issues, and focuses on group transitions to its tasks. The group now has a structure and a way of working together that will support the achievement of the goals that the group members have set for themselves. In the performance stage, it's time for the group or team to get things done. Also, members are motivated to work together as a cohesive group and find ways to resolve outstanding or new differences. In this stage, group morale and loyalty are high, and the group is characterised by confidence, experience, intimacy between the parties, and competence. Everyone's energy is focused on achieving common goals, such as improving grades. Based on the participation of schools, as well as developments.

Adjourning

Adjourning stage is the last of five stages, at this point the group can see what have done.

At this stage if the group had work properly will be happy and ready to get the results.

Is the stage as it passes by each person in the study or work or wherever it is the stage one can begin to postpone its error, wrong and its must to change my address. If a group has met a goals and objectives, it will move to the adjournment stage. This may happen quickly and not to a specific project team on the other hand permanent groups can work for a long time without moving to the postponement stage organization such as deferral phase. As this point it important to achieve closure to the group members may feel a sense of loss and their motivation may drop when the team work comes to an end some observers have even called this stage of mourning for the group development it is therefore important to recognize group member for their accomplishment and to celebrate the group overall success members may also fell some doubt or insecurity about the future.

Conclusion

The possibility to be associated with working with other people, the opportunity of connecting whit other people to achieve big things is really exciting; but we also need to say that teamwork is also hard, is difficult in requires.

The problem of working in a team is that you don't know how your team members will work and they don't know how you will do so is harder then when you work by your self.

But that's can be also a good think because the more people are working, the more brains are thinking so you can get more ideas and different point of view.

An other negative point is that you will not chose how your group mates so they can be good as they can not be very prepared, but the as a group everyone has to give the best of his self to reach the collective goal.

In conclusion I want to say that I have learned a lot of information about the topic that I have studied whit my colleagues and from my lecture who helped us to achieve this report.

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