

Module Name: Effective Team Working and Communication

Introducing Team Working at Pizzeria Obsession

Module code: BMSW4002

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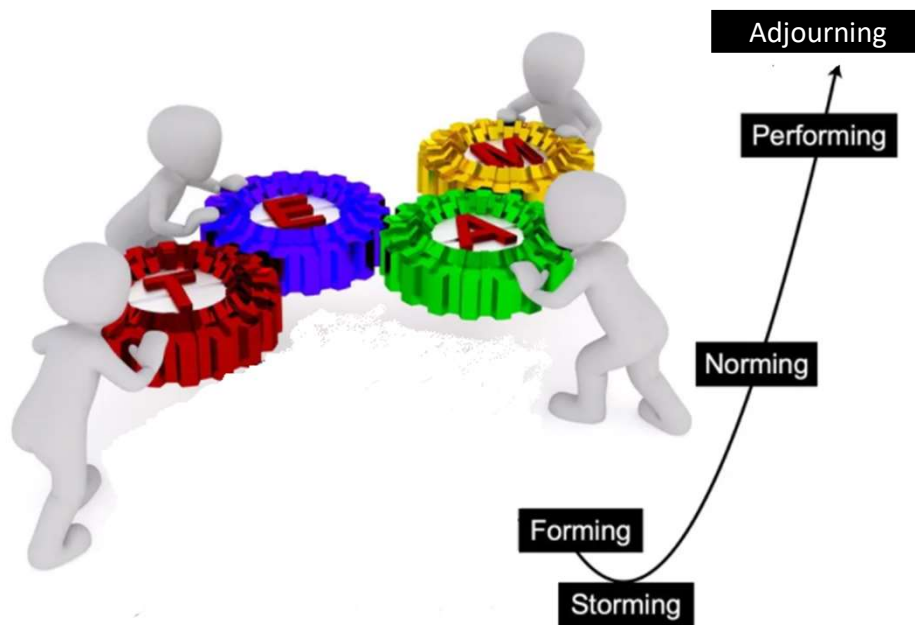


1. BENEFITS OF TEAM WORKING

- ✓ Teamwork fosters personal growth as individuals gain new abilities.
- ✓ Diverse ideas help in generating ideal innovations since a plethora of ideas are generated (Tripathy, 2018).
- ✓ Workload sharing is aided by teamwork, which minimises the risk of job burnout.
- ✓ Teamwork fosters innovation via optimal communication among team members.



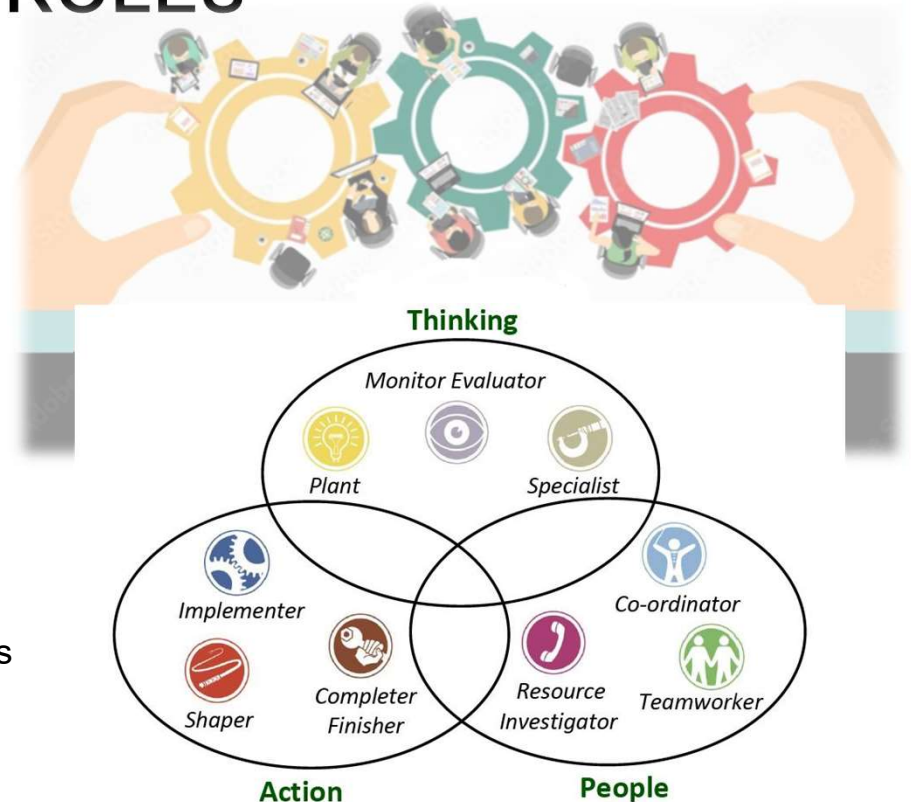
2. STAGES OF TEAM DEVELOPMENT



- Teams are dynamic as they form and evolve continuously (Mathieu *et al.*, 2017).
- According to Tuckman, there are five stages of team growth.
- **Forming** stage creates a team, while the storming stage creates task organisation (Popovics *et al.*, 2017).
- The **norming** stage helps build team togetherness, whereas the performing stage helps develop performances.
- The teamwork comes to an end at the **adjourning** stage.

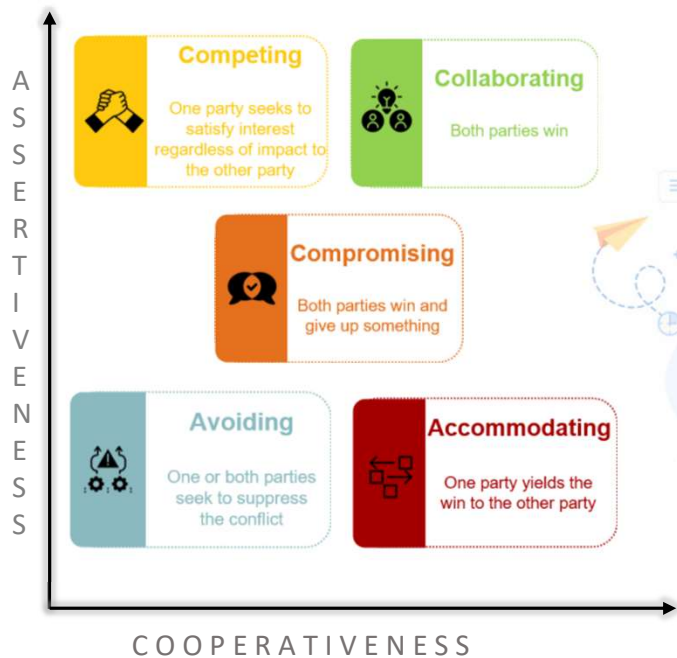
3. TEAM ROLES

- Interpersonal strengths and typical behaviours are linked to different types of roles on a team.
- Belbin divides team roles into three categories.
- 'Thinking' roles revolve around generating ideas and capacity for critical thought processes (Ferreira *et al.*, 2017).
- 'Action' positions entail carrying out tasks that help teams operate together.
- 'People' roles revolve around managing team members for best teamwork outcome (Popovics *et al.* 2017)



4. MANAGING CONFLICTS

Thomas-Kilmann Model helps handle team conflicts

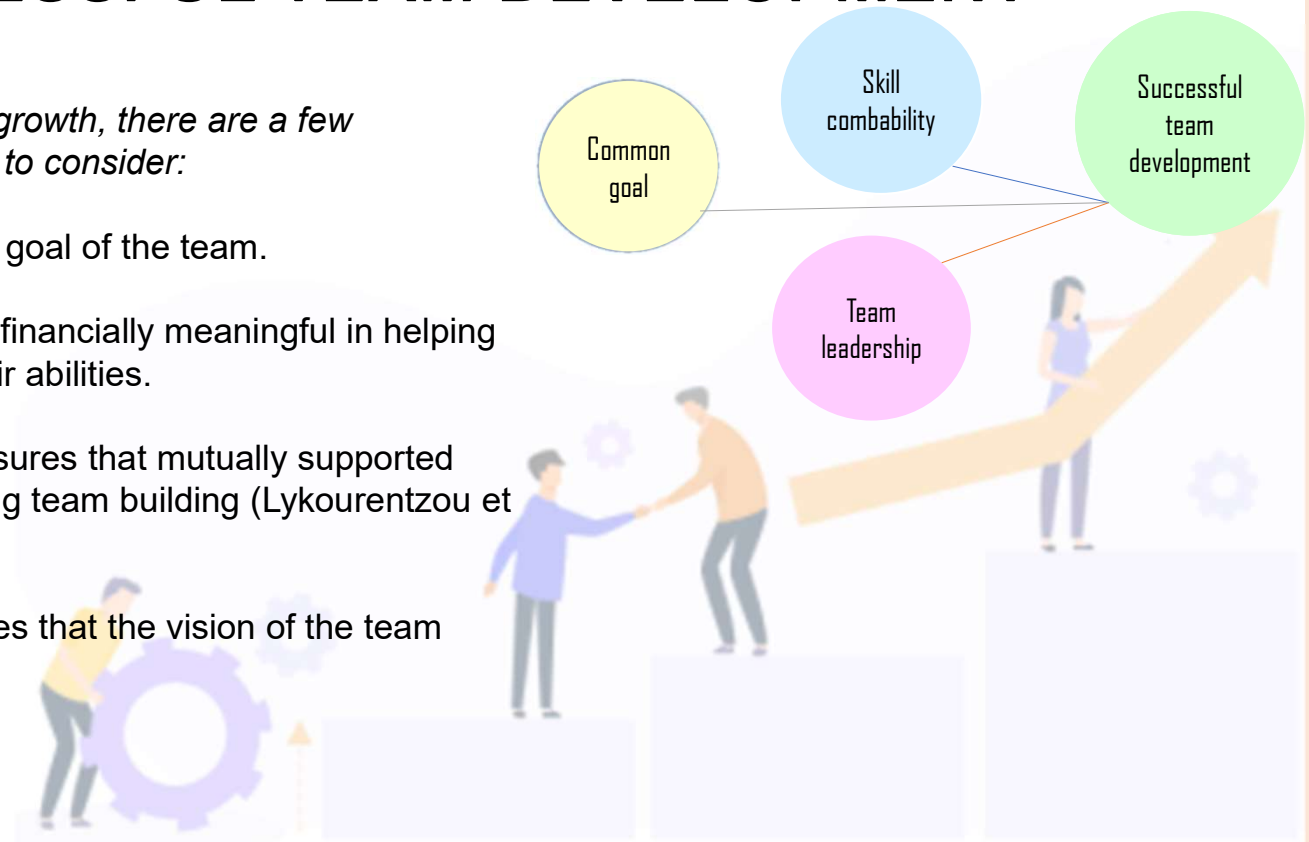


- ✓ **Recurring** conflicts in teams have the potential to stifle productivity.
- ✓ **"Avoidance"** leads to the avoidance of difficult circumstances.
- ✓ **"Adaptation"** and "cooperation" come together when both sides solve their problems.
- ✓ **"Compromise"** leads to half the solution of the problems of both parties (McKibben, 2017)
- ✓ **"Competition"** is a negative approach in which the arbitrator settles the wishes of the conflicting parties.

5. SUCCESSFUL TEAM DEVELOPMENT

When it comes to team growth, there are a few key elements to consider:

- **Common goals** unite the goal of the team.
- **Skills development** is financially meaningful in helping people improve and update their abilities.
- **Skill compatibility** ensures that mutually supported specific skills are targeted during team building (Lykourantzou et al. 2017).
- **Team leadership** requires that the vision of the team leader be accurate.



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