

Effective Teamwork

Group Presentation

ETW(BMSW4002)

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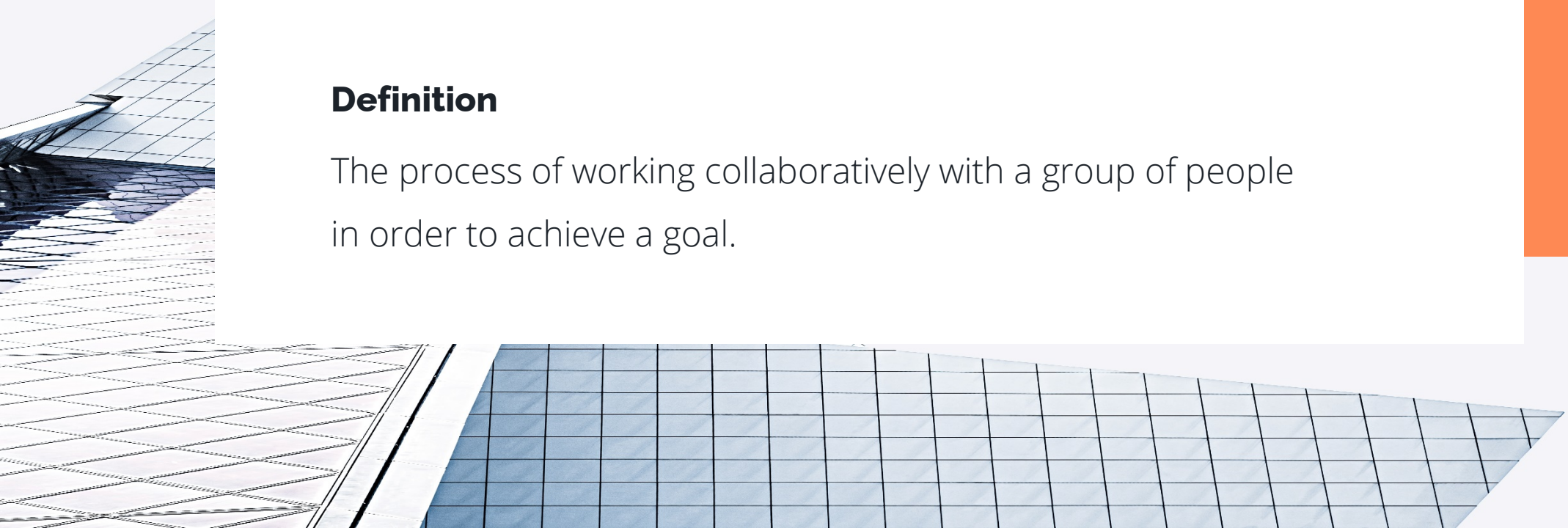
Sabrina Weathers – 2022464

WHAT IS TEAMWORK

A large, solid orange L-shaped graphic is positioned in the upper right quadrant of the slide. It consists of a horizontal bar at the top and a vertical bar extending downwards from its right end.A short, solid orange horizontal line is located below the title.

Definition

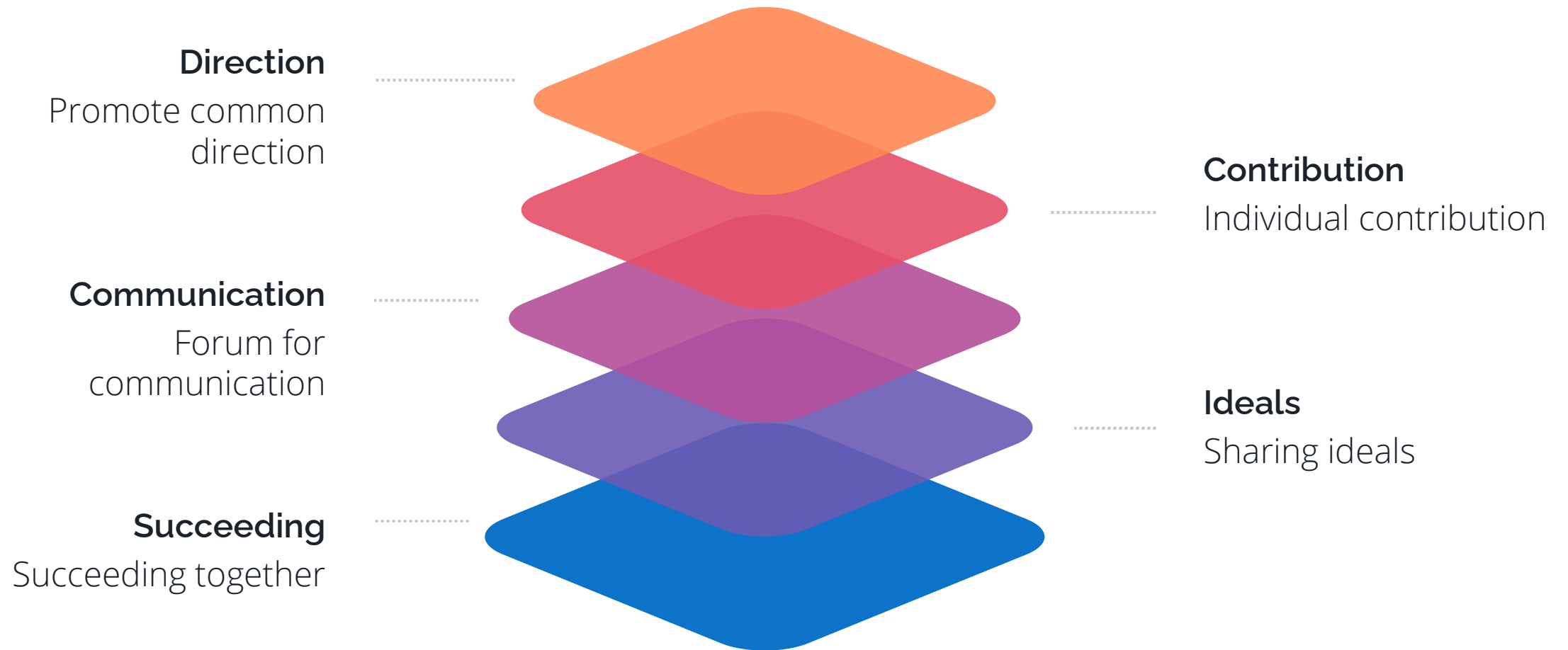
The process of working collaboratively with a group of people in order to achieve a goal.

A large architectural grid pattern, resembling a skyscraper's facade, is visible in the bottom left and bottom right corners of the slide. The grid is composed of thin, dark lines forming a series of squares and rectangles, with some areas showing a slight perspective shift.

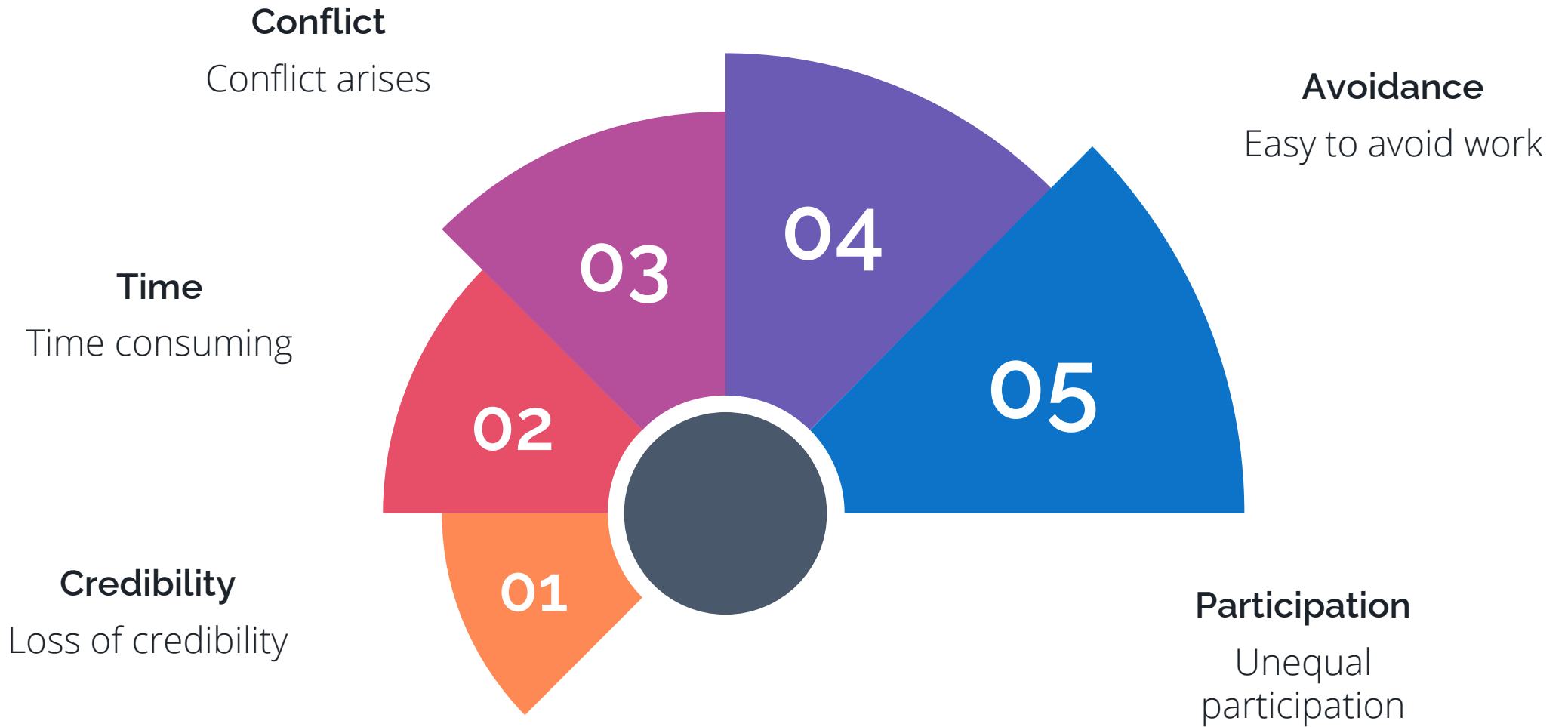
BENEFITS OF TEAMWORK



ADVANTAGE OF TEAMWORK



DISADVANTAGE OF TEAMWORK





CONCLUSION

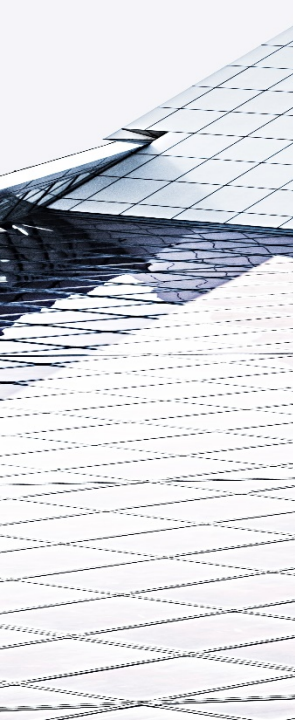
Teamwork is the collaborative effort of a group to achieve a common goal or to complete a task in the most effective and efficient way.

STAGES OF TEAM DEVELOPMENT

Bruce Tuckman Theory 1965

Definition

This process of learning to work together effectively is known as team development.





01

TEAM DEVELOPMENT STAGE ONE

Forming

- Meeting & Greeting
- Making Rules
- Forming Circles



02

TEAM DEVELOPMENT STAGE TWO

Storming

- Conflict and Competition
- Team Performance
- Disagreements
- Working over problems



03

TEAM DEVELOPMENT STAGE THREE

Norming

- Conflict and Competition
- Leader and responsibilities
- Team performance
- Dangerous if Conflict Start



04

TEAM DEVELOPMENT STAGE FOUR

Performing

- Consensus and Cooperation
- Team Commitment
- Problems Solving
- Team Focused on Goals



05

TEAM DEVELOPMENT STAGE FIVE

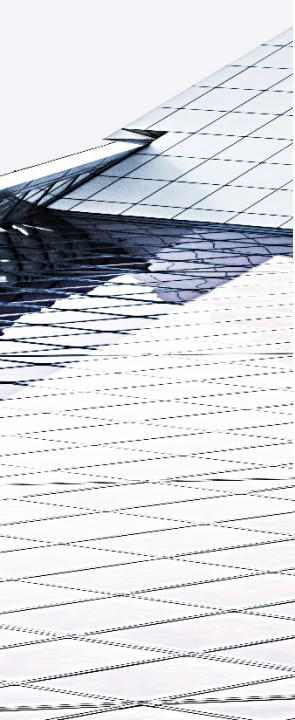
Adjourning

- Finalizing Team Goals
- Group Resignations
- Acknowledgement
- Change of Group Members

TEAM ROLES & LEADERSHIP ROLE

Definition

A tendency to behave, contribute and interrelate with others in a particular way





UNDERSTAND TEAM ROLE



BELBIN ROLES

Belbin's Team Roles

- Action Oriented Roles
- People Oriented Roles
- Thought Oriented Roles

Action Oriented Roles

- Shaper (SH)
- Implementer (IMP)
- Completer-Finisher (CF)





People Oriented Roles

-
- Coordinator (CO)
 - Team Worker (TW)
 - Resource Investigator (RI)

Thought Oriented Roles

-
- Plant (PL)
 - Monitor-Evaluator (ME)
 - Specialist (SP)





SITUATIONAL LEADERSHIP



**What is
the best
leadership style?**



LEADERSHIP CATEGORY

-
- Task/Directive Behavior
 - Relationship/Supportive Behavior



LEADERSHIP STYLES

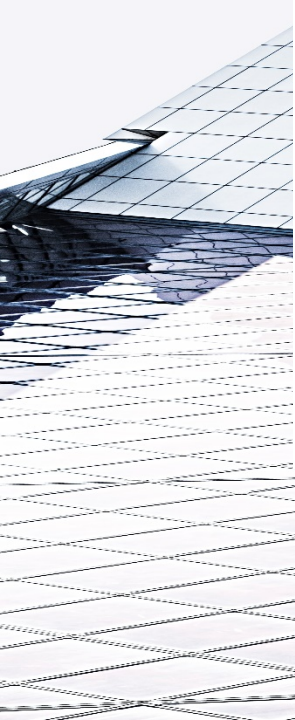
- TELLING, DIRECTING or GUIDING
- SELLING, COACHING or EXPLAINING
- PARTICIPATING, FACILITATING or COLLABORATING
- DELEGATING, EMPOWERING or MONITORING



MANAGE CONFLICT IN THE TEAM

Definition

Team Conflict is an interpersonal problem that occurs between two or more members of a team.





WHAT IS CONFLICT

MANAGE CONFLICT IN THE TEAM

A photograph of three business professionals in a meeting. A woman with curly hair is seated on the left, gesturing with her hands. A man is seated in the center, looking towards her. Another man is standing in the background, looking at a computer monitor. The scene is set in a modern office with a white desk and a brick wall in the background.

**Whoever is happy
will make others
happy too**

Type Of Conflicts

- Interpersonal Conflict
- Inter-group Conflict

MANAGE CONFLICT IN THE TEAM

Why Conflict Arise

- Poor Communication
- Lack of Compromise
- Needs not Met
- Intolerance
- Desire of Power
- Lack of Empathy



**Whoever is happy
will make others
happy too**



OUTCOMES OF CONFLICT

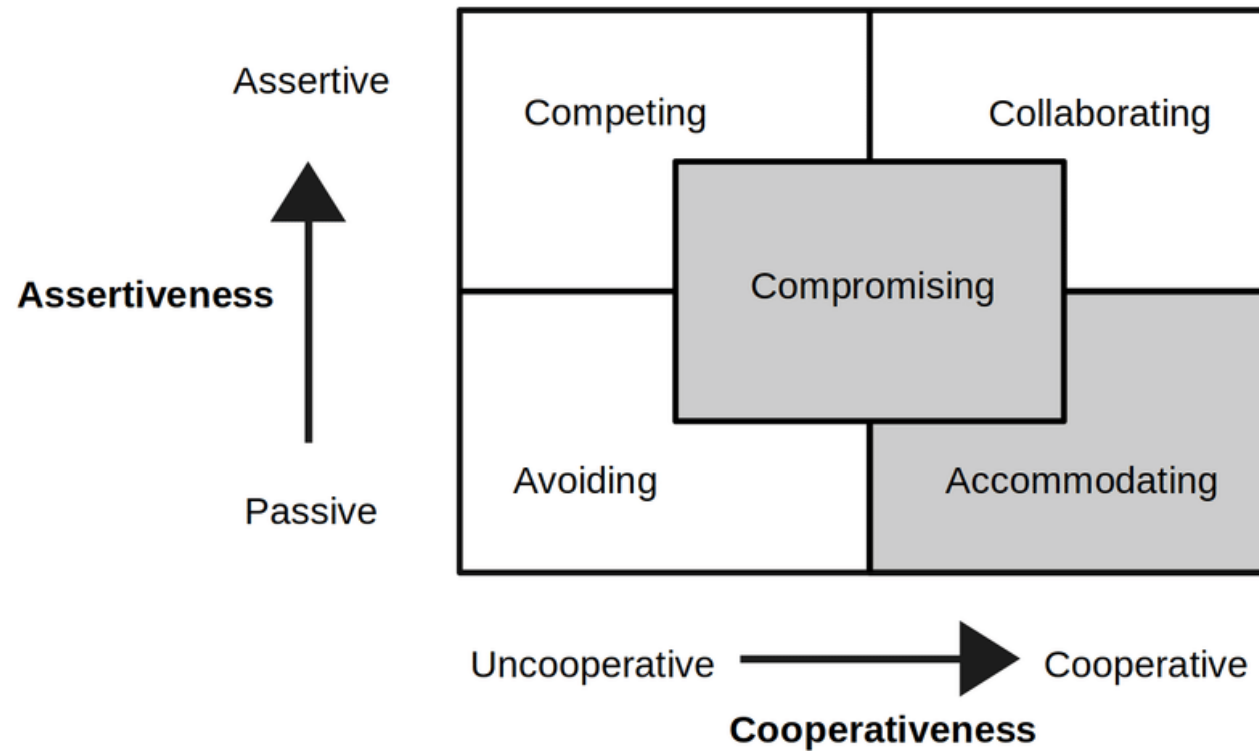
Positive & Negative

- Functional conflict
- Dysfunctional conflict



MANAGE CONFLICT IN THE TEAM

Tomas Kilman Theory





MANAGE CONFLICT IN THE TEAM`

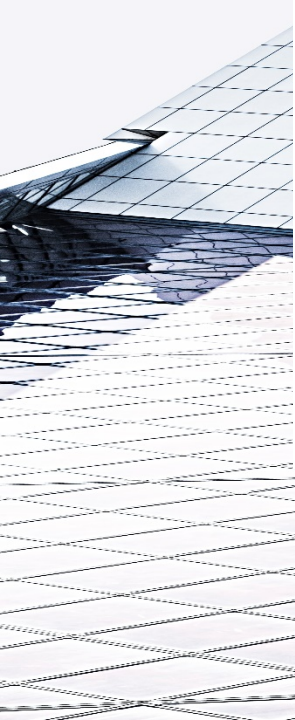
How To Resolve Team Conflicts

- Stay calm
- Communicate and listen
- Understand and resolve the conflict
- Be honest with yourself and others
- Be optimistic

SUCCESSFUL TEAM DEVELOPMENT

Definition

This process of learning to work together effectively is known as team development



RESPONSIBILITY

Understand responsibility

- Make sure that everyone knows what is expected of them.



COMMON GOALS

Basic aim

- Ascertain that each team member shares the same goal.





CONFLICT

Deal with conflict

- Prepare a strategy for resolving disputes that may emerge during teamwork.

SHARE INFORMATION

Cover the Belbin roles

- Maintain open communication among team members.
- The better each team member knows the requirements and conditions of their teammates, the more likely the team will succeed.





SHARE IDEAS

Segment Ideas

- Share ideas with the entire team in order to increase job completion and, ultimately, team success.

DEVELOP TRUST

Team's Attention

- The most critical component of maintaining a team's attention on the objective





Socialise

Know Each Other

- Get to know one another outside of work.

**THANK YOU FOR
YOUR TIME!**



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