

SPEAKER NOTES



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Introduction

Hello, my name is Denisa Husarova(2234594) in that notes I would like to present what makes a successful team and how I applied in my team also I will present Belbin and Tuckman theory on effective team work and communication models.

➤ What makes a successful team?

- A successful team is a group of persons that cooperate efficiently to achieve common goals or objectives while taking their particular needs, viewpoints, and aims into account. A successful team possesses a number of characteristics. To begin, the team should have a clear focus on its goals and objectives, which necessitates open and honest communication among team members, as well as an awareness of how everyone's work fits into the overall objectives of the team (Bassett-Jones, & Lloyd, 2005). A successful team should also have a strong sense of internal accountability, where each member is held accountable for their actions as well as the success of the team as a whole.
- Second, effective teams should have roles, duties, and expectations that are mutually agreed upon. This encourages a disciplined approach to teamwork, removes confusion, and lowers the likelihood of unproductive disputes (Hesketh & Neal, 1999). Furthermore, a successful team maximises the talents and capabilities of its members.
- Third, a successful team should have a strong feeling of trust, mutual respect, and an atmosphere that encourages open and honest communication. This encourages members to openly share their thoughts and perspectives, which leads to a full grasp of everyone's points of view and, eventually, improves decision-making quality (Morgeson, DeRue, & Karam, 2010). Furthermore, a successful team is one that is dedicated to continuous

improvement, which means that the team is constantly learning and using new skills, techniques, and information to increase productivity and optimise performance.

? How I applied this in my Team?

- Real experience

From my own experience, I can say that my Team Tuckman, which consists of Mohamed, Claudia and Michaela, we built a successful team in a short time by using BELBIN'S and Tuckman theory in practice. Our communication became successful because we got to know each other who is what from the questions we received in the class from Melanie and we found out that we are all special in something and we can use it in practice in the task. Shapers are in my team and so there was a little conflict which we resolved immediately, therefore I am a team worker and I set up the team so so that we can manage our communication in future tasks. Since each of the 4 students lives at a different distance, we effectively and sensibly agreed to meet and work together on our presentation. In my previous job, I also worked in a team as a Supervisor in a hotel, by being a **SHAPER** and a **Team Worker**, I learned that you cannot shape people and communicate with everyone in the same way, we are all different, and BELBIN and Tuckman theory have now helped me to get to know myself, what I have to do still improve.

BELBIN'S THEORY

Nine team roles that individuals can adopt within a group are identified by Meredith Belbin's Belbin theory (Belbin, 2010).

Another significant idea in team dynamics is Belbin's team role theory. The idea divides team positions into nine groups, each with its own set of responsibilities and talents. Plant, resource investigator, coordinator, monitor evaluator, specialist, implementer, completer finisher, team worker, and shaper are some examples.

Figure 1: Belbin's Team Roles

Action Oriented Roles	Shaper	Challenges the team to improve.
	Implementer	Puts ideas into action.
	Completer Finisher	Ensures thorough, timely completion.
People Oriented Roles	Coordinator	Acts as a chairperson.
	Team Worker	Encourages cooperation.
	Resource Investigator	Explores outside opportunities.
Thought Oriented Roles	Plant	Presents new ideas and approaches.
	Monitor-Evaluator	Analyzes the options.
	Specialist	Provides specialized skills.

TUCKMAN THEORY

Tuckman's team dynamics theory, often known as Tuckman's phases of team growth, holds that every team goes through five unique stages: **forming**, **storming**, **norming**, **performing**, and **adjourning**. (Tuckman, 1965).



Conclusion

In conclusion, Tuckman's stages of group growth offer a framework to understand team dynamics, while Belbin's team roles theory offers helpful details on individual contributions (Mullins, 2016).

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