

Effective Team-Working and Communication

Module Code: BMSW4002

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ID Number	Name of the team Member	Topic of Presentation
2020066	Adrian Petrea	Introduction and Benefits of team working
2023024	Maria Vitoroi	Stages of Team Development
2023968	Hadzer Shaban	Team Roles
2022775	Iosif Tcaci	Management of conflicts
2020834	Dan Prisercaru	Conclusion and Successful Team Development

Introduction

Team working is very essential for all the companies working around the world and businesses recurrently use team working as a strategy to accomplish their functions with joint effort (Agrawal et al, 2019). Yonder Consultancy is such a company which may provide consultancy service to different companies to introduce effective team working. I have been given responsibility to prepare a presentation on effective team working for the Senior Managers of a client company named Unilever Limited, UK. So, this presentation is going to include discussion on effective team working and team-building.

Benefits of Team working

Fostering innovation and creativity: As several people works together, they may provide several ideas and these can foster innovation and sort out some creative ways to function (Zhou et al, 2019).

Improving productivity: Company's productivity may increase, as the team members compete with each other to provide their best.

Solving problems effectively: Two minds is better than one is a proven sentence. So, joint effort can find out effective solution of any problem.

Taking Healthy risks: Healthy Risks can be taken without any fear, as all the teammates will cooperate to face the risks.

Benefits of Team working Cont..

Stress Management: In a teamwork, stress may be shared among the teammates. So, the functions may not seem so stressful.

Learning faster: All the teammates may learn from each other. What learning can take one month can be learned even in a week from teamwork.

Boosting employee motivation: Employees feel motivated to work as they get help from other teammates whenever they need (Jungert et al, 2018).

Promoting a sense of ownership: Teammates may feel proud, as they can contribute a part in the team success which may have brought the success of the company as well.

Stages of Team Development

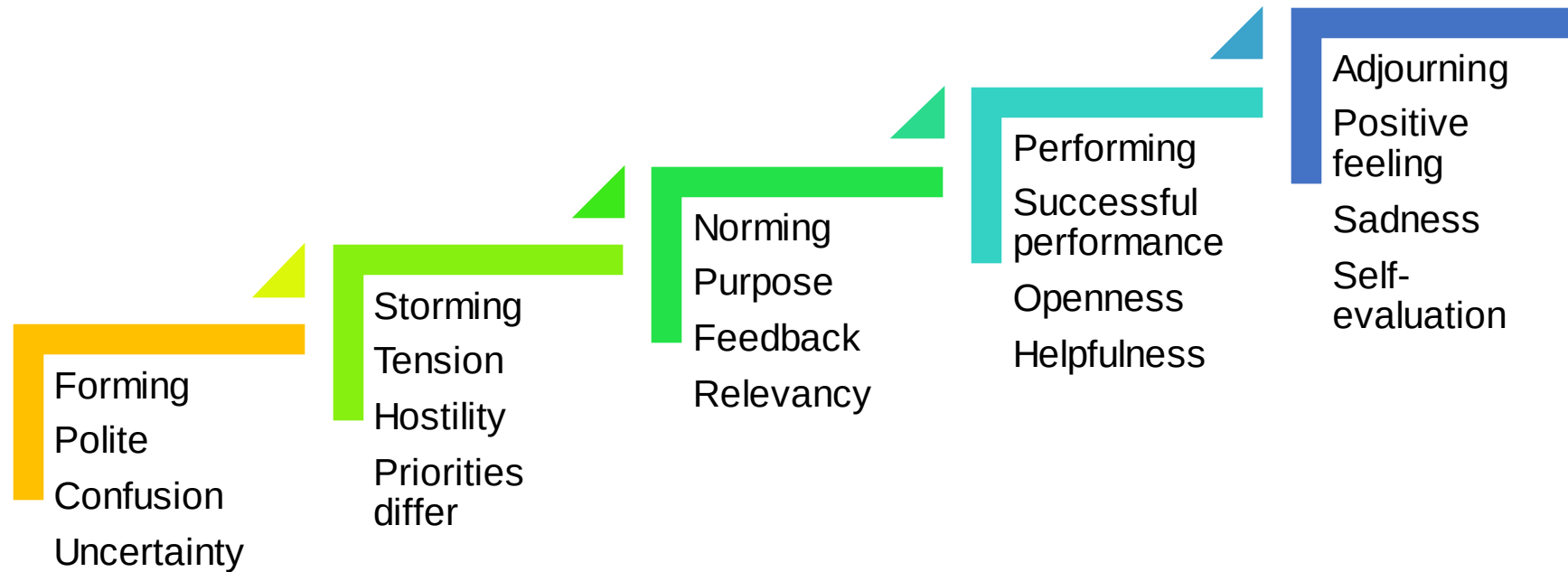


Figure: Tuckman's stages of team development

Source: (Super, 2020)

Stages of Team Development Cont..

Forming: Team has just been built and everyone is trying to show their best skills where leader should provide strong guidance.

Storming: Conflicts arise among teammates with their power and frustration may work among them which should carefully handled by team members (Mortensen and Gardner, 2017).

Norming: Conflicts among teammates may be met here and they try to involve in work.

Performing: Teammates start their own performance, confidence may grow among them, team is heading towards success and achieve success as well.

Adjourning: Celebrating team success, dissolving team and start for the next teamwork are the steps in adjourning.

Why Tuckman's Model?

Tuckman's model of team development is the mostly used one among all the models of team development (Peralta et al, 2018).

This may provide knowledge on the situations in different stages of team development.

The previous knowledge on different stages lead people to take necessary actions to manage the negative situations well.

This model may help to generate better output from a team functioning.



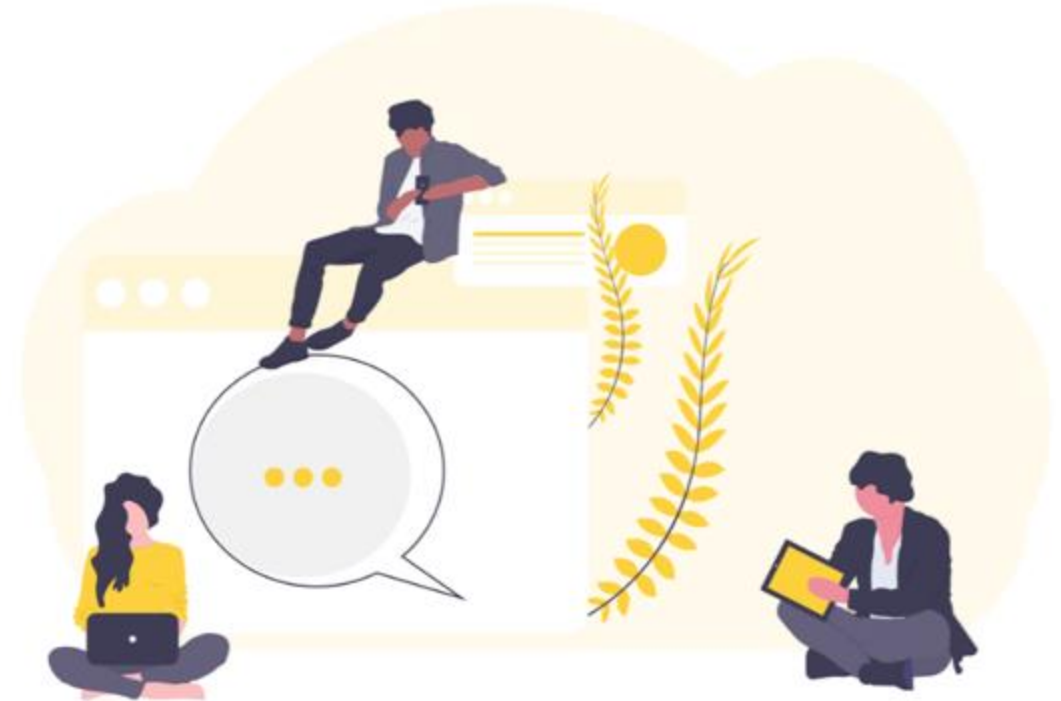
Team Roles

Every employee might have some distinct skills and competency and everybody might not be skilled on all the functions.

Some persons may be skilled on doing thinking type work, some may execution type work and some other may be skilled on managing people.

Depending on the skills a person, he might be given the responsibilities to play role in a team.

The productivity may depend on the distribution of proper tasks to a proper persons and this is why team roles are very much important (Zelditch, 2020).



Team Roles Model

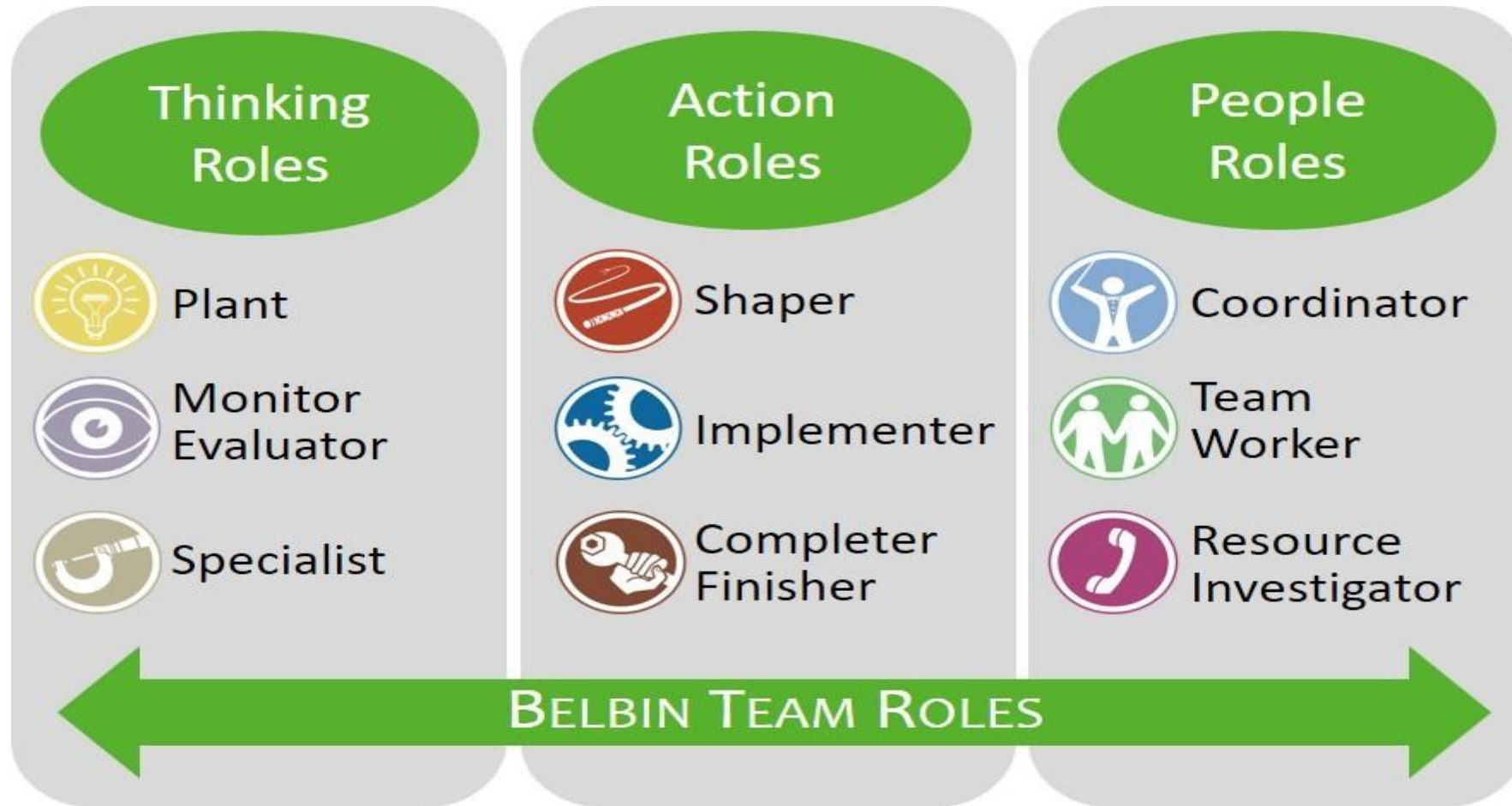


Figure: Belbin's Team Roles
Source: (Rahmani et al, 2021)

Team Roles Cont..

Thinking Roles: Plant, Monitor and specialist are the types of thinking roles where plants are free thinker, monitor may strong logical view and specialists have high skills on one activity.

Action Roles: Shaper, implementer, completer or finisher are the action team roles played by teammates in a team. Shaper may work for bringing a good shape in the work, implementer may work for accomplishing the shaped goals and completer or finisher finally end the work (Moyce, 2020).

People Roles: Coordinator, team worker and resource investigator are the people roles. Coordinator may supervise the functions done by the teammates, team worker may provide support to teammates and resource investigator are innovative one who develop, contacts, negotiate resources of the team functioning.

Managing Conflict

Conflict indicates the clash of interest between two or more people (Ishida, 2021). In every kinds of company, conflict is a regular phenomenon. Although conflict is inevitable and it cannot be stopped fully, there may have some proper steps to manage conflicts among the individuals of any company. The sources of conflict are unacceptable language, bullying, harassment, poor performance, cultural difference and theft.



Managing Conflict Cont..

Competition: This is a assertive attitude of managing a conflict where all the party will compete with each other to heighten their win.

Compromising: This is a lose-lose situation where any party may not get properly what they want.

Collaboration: This provides a win-win situation for both of the conflicting parties because both parties behave in such a way that other can win their goals.

Avoidance: When there is a conflict with unimportant, avoidance is the solution there. The conflicting parties will understand their mistake at a time and will be quit.

Accommodation: In this situation, one party may quit for other party because he may think that other party is more compatible than him.

Benefits of Conflict Management

Conflict management provides lots of benefits to the organizations for which organizations provides much effort in managing their organizational conflicts.

Conflict management may increase the productivity of the employees through reducing absenteeism and increasing the motivation of them (Rožman et al, 2017).

It helps to take better decision and reduce the cost of operation which helps the company to prosper effectively.

Managing conflicts well, organizations can retain their top talents and this may help the organization to get competitive advantage in the market.



Successful Team Development

Successful team is that kind of team where the team members share their ideas, work altogether to solve the problems, support each other and become able to generate success for the company by their joint effort (Kunnari et al, 2018). Good communication, proper delegation of work, supportive teammates, efficiency, and effectiveness are the elements those are needed to develop a successful team.



Successful Team Development Cont..

Setting SMART Goals: SMART goals helps to accomplish the teamwork within specific time and team success will be generated.

Performing well-defined roles: Every persons have to perform their own roles and duties properly so that team success can gained.

Embracing diversity: Diversity among team have to be accepted by all the team mates which will bring success by keeping all happy with their working environment.

Communicating effectively: Effective communication among the employees should be ensured to develop a successful team.

Sharing common culture: As in multicultural team may have variances in cultural norms, values and beliefs, so it is better to share a common culture among the teammates.

Conclusion

To solve any problems, to accomplish any project or to arrange any events in any business organization, team working is the best way to follow (Mizuno and Bodek, 2020). The whole discussion is useful for developing an effective team for Unilever, UK and all other companies as well. Benefits will drive to build effective team, stages of development will help to build team effectively, team roles will help to play the role in a team which is suitable for a person, conflict management discussion leads to manage team without low number of conflicts and successful team development discussion is effective for developing a team which can generate success for a company like Unilever.

THANK YOU

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