

Successful Team Development

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A team leader must adapt to the changing and developing needs of the group. Being An effective team leader is to understand how to support the team at each stage for it to succeed.

Dr Bruce W. Tuckman, a professor of educational psychology at The Ohio State University, researched the theory of group dynamics he published this theory in 1965 called Tuckman's Stages of Group Development this started off with four stages.

Then In 1977 he added a fifth stage called Adjourning. Tuckman's five stages of team development include suggested actions to best support a team.

There are five important stages of team development which are:

Forming: Is when a group of people comes together to execute a shared purpose. Their success will be based on their familiarity with each other's work style and their observation of teams and the precision of their assigned labour.

As a supporter, your role is to help your team members get to know each other whether it's through team building activities or just a listening ear.

Storming: Is a Disagreement about tasks and visions and the ways you can approach the problem or assignment.

This scuffle is made up of the fact that team members are still getting to know each other. Learning to work with others and increase familiar movement and communication of group members.

As a supporter help your team leader explain each of these assignments for the team to succeed.

Norming: Is when the team is aware or unaware of founding working relationships that are allowing progress on the team's goal.

Team members have consciously or unconsciously established to follow by certain group rules, and they are becoming practical at working together.

As a sponsor, ask for regular updates from the team. Frequently check the team's progress and critical steps on the path to a successful conclusion.

Performing: Is about Relationships, team processes, and the team's productiveness in working on its purpose to bring a successfully thriving team.

This is the stage the real work of the team is progressing. As a sponsor, ask for regular updates from your team.

This will Help to solve problems and provide necessary input as needed. It's important for team members to communicate with all the other appropriate parties in the workplace.

Adjourning: Is when the team has finalized its mission or purpose and now it's time for team members to follow other goals or projects.

As a contributor, make sure the team schedules an ending gathering. Whether they question the plan of action and discuss how the team could have been more successful you should make a clear ending to the team or project.

The reason for creating teams is to provide a framework that will improve the ability of employees to take part in planning, problem-

solving, and decision making to greater serve customers.

For teams to fulfil their intended role of improving organizational effectiveness, it is vital they develop into working units such as their goal or mission.

They do this by effectively progressing through the stages of development.

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