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**E f f e c t i v e
T e a m w o r k a n d
C o m m u n i c a t i o n
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c r e a t a p e n i n a
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Team formation and development

- The model by Tuckman (1965) comprises four major stages involved in team development; namely Forming, Storming, Norming and Performing (Zirar *et al.*, 2025).
- These phases are characteristics of the development of teams; they begin with initial gathering and move to effective collaboration.
- Being aware of such stages is beneficial to handle team dynamics.
- Our group was created at the start of the module by random assignment, so we did not know much about the strengths and personalities of our group mates.
- We were in a situation of mis defined roles, time clashes, and disproportionate contributions to start with.
- These difficulties made us understand that we require organised communication and mutual expectations.
- When we decided on the clear roles, times of meetings, and objectives, we also felt that we moved to another stage (norming).
- Teamwork became better by getting over initial misunderstandings and developing a team charter.
- The communication has been made more open and feedback is received better.
- The different members had different strong suits, leadership, creativity, organisation, and communication.
- Organisational skills also made us manage our work and deadlines.
- We assigned tasks more sensibly and reasonably by acknowledging the strengths of every individual.
- The use of open communication and systematic planning proved to be effective, particularly after establishing trust.
- Nevertheless, we could have been better by establishing expectations early and solving conflicts earlier.
- As we move on, I would recommend a team contract and premature role clarity.



Reference list

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- Zirar, A., Muhammad, N., Upadhyay, A., Kumar, A. and Garza-Reyes, J.A., (2025). Exploring lean team development from the Tuckman's model perspective. *Production Planning & Control*, 36(4), pp.442-463. https://pure.hud.ac.uk/ws/files/72512985/Accepted_manuscript.pdf