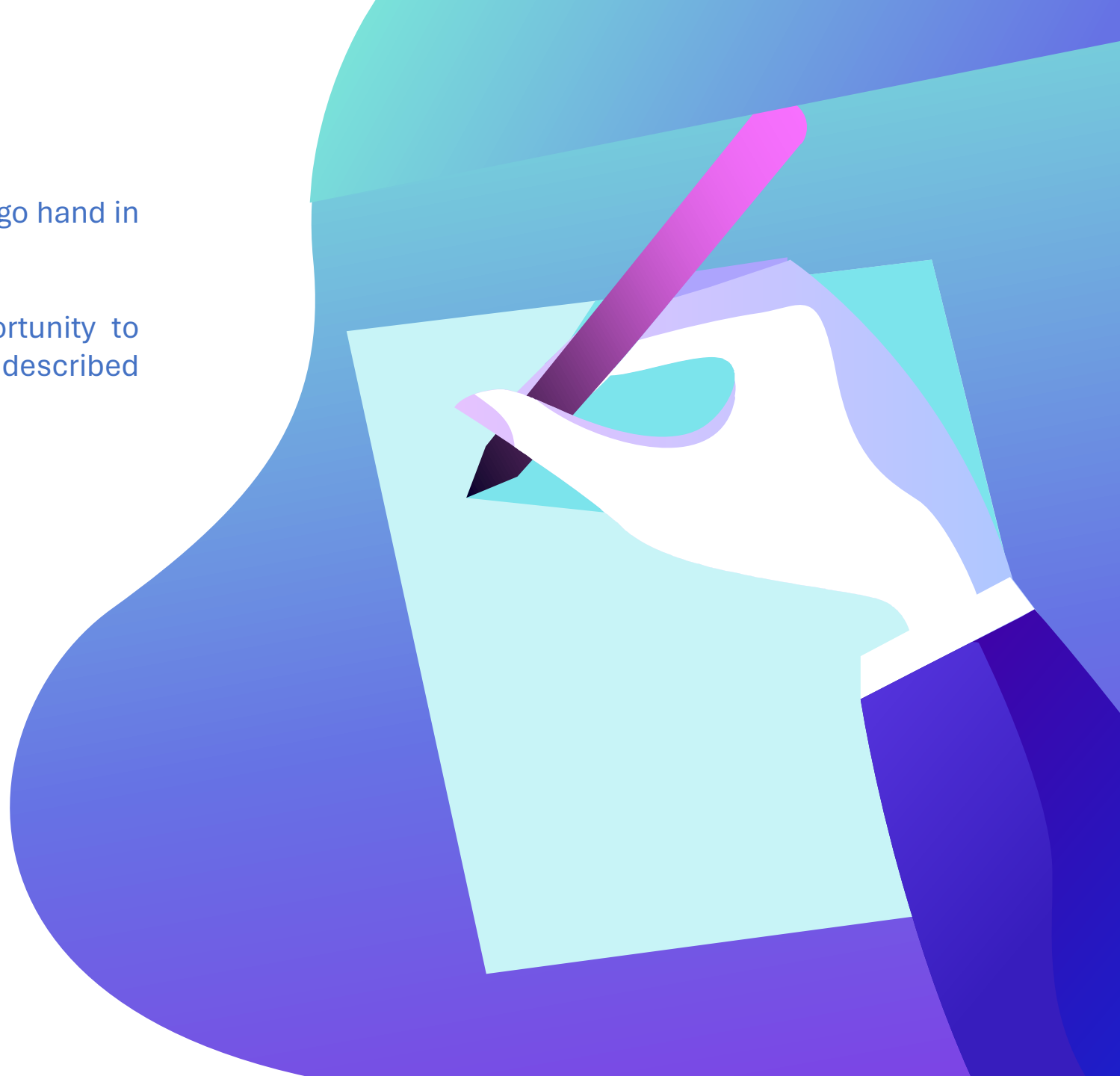




HUMAN RESOURCES PRESENTATION

Induction

- This is a look at Tuckman and Belbin and how they go hand in hand to see how these two insights come together?
- How can we give teams and groups every opportunity to achieve successful results in each of the phases described by Belbin and Tuckman



Team vs Group: The Differences Between Groups and Teams

Groups and teams are not the same. Generally, a group has different characteristics to a team:

- A group is combining a few individuals with no common goal or objectives, they don't necessarily trust each other and therefore don't share any information among themselves. This is like 'Forming' of a team.
- It's like a group of people entering an elevator. All aiming for different floors, who don't need to communicate with each other as they don't know others in the elevator.

- A team is an assembly of individuals with a common goal with shared and agreed objectives. They trust each other and share information among themselves to help each other to reach their common goal.
- Now if the elevator breaks down then that group of people would have common objective, and the need will arise to communicate and share ideas to achieve that objective. Get out!



According to Tuckman and Belbin here are the stage of a team

- FORMING**

This is the very early stage of a team where the members work independently and just starting to interact with each other. So, at this time there may be courtesy and generosity but the trust may not have been developed yet.

- STORMING**

According to Belbin team needs plants to come up with new ideas. The team now opens up with different ideas and confront with other members. People would characterise members of the team, so relationships are at crucial point at this stage

- PERFORMING**

At this high-performance stage, the team would have clear objectives. Members are able to make decisions independently within their work parameters.

- ADJOURNING**

Effective team now emerges after going through phases. Team now may expand or dismantle after the successful completion of the task.



The Characteristics and its Benefits of Effective Teams

- Defined Leadership:

In the current Hybrid working methods, leader will arrange regular online scrum meetings, so everyone can attend those meetings regardless of they are working remotely or in the office.

- Clear Goals:

With clear objectives, it is easier for a team to focus on the work.

- Mutual Respect:

Team members demonstrate respect for one another when they're most effective. This includes valuing each person's contributions, listening to others and considering different viewpoints.

- Trust:

One of the important characteristics of an effective team is to demonstrate a sense of trust. Trust is essential for building effective relationships and allows team members to feel safe sharing information and ideas.

- Communication:

A successful communicates well between themselves. They make sure all team members feel comfortable communicating with one another both verbally and in writing.



The Characteristics and its Benefits of Effective Teams

- Clear Roles and Accountability:

For teams to complete tasks effectively, it's important that team members are accountable to one another. This means taking responsibility for their own actions and holding others accountable when necessary.

- Benefits of an Effective Team:

There are many benefits that effective teams can provide to an organisation. Effective teamwork sees collaboration that fosters the generation of ideas to solve problems in innovative ways. When people work together in good teams, they can pick up new abilities, techniques and expertise from one another, which in turn increases the capability of the team overall. Teamwork has a beneficial influence on both productivity and company success. Employees may have a stronger sense of motivation if they're part of an efficient team. They can witness the value they provide and be proud of their efforts to help the company succeed. Being part of a successful team can also help individuals to relieve the tension they may experience when working alone or as part of a less effective team.



Reward and Recognition

Reward and recognition are essential factors in motivating and reinforcing positive behavior within teams. When individuals feel appreciated and valued for their contributions, it boosts their morale and encourages them to continue performing at their best. Recognizing someone's efforts can be as simple as a shoutout, a thank-you note, or even a small token of appreciation. It's all about showing gratitude and acknowledging the hard work and dedication of team members.

Reward and recognition in the workplace are when adults who work together get recognized or rewarded for doing an excellent job. Just like how you might get praised for doing well at work and shown by managers to be appreciated for their hard work. Sometimes, the boss or manager will say "thank you" or give them a special shout out like employer of the week to show that they did an excellent job. Other times, they might give them a bonus as a way of saying thank you. It is like getting an extra treat for being a good employee



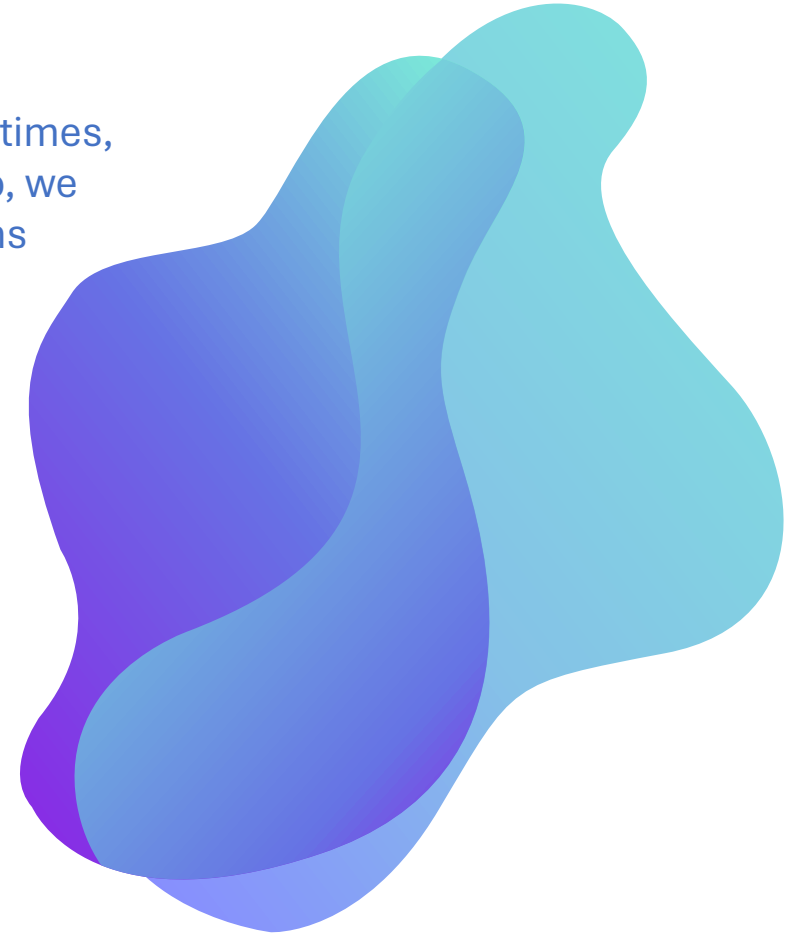
Group Dynamics

- Group dynamics refers to the interactions, relationships, and behaviors that occur within a group. It's fascinating to observe how individuals come together, form connections, and work towards a common goal. Understanding group dynamics helps us navigate through different roles, norms, and communication patterns that emerge within a team.
- In a group, roles can be formal or informal. Formal roles are assigned, like a team leader or a project manager, while informal roles develop naturally based on individuals' strengths and expertise. These roles contribute to the overall functioning and success of the group.
- Norms, on the other hand, are the unwritten rules and expectations that guide behavior within a group. They can vary depending on the team's culture and values. Norms help establish boundaries, create a sense of belonging, and ensure smooth collaboration among team members.
- Cohesiveness is another important aspect of group dynamics. It refers to the degree of unity and togetherness within a group. When a team is cohesive, members feel a strong bond and commitment towards each other and the team's goals. This cohesion promotes effective communication, trust, and collaboration.
- Understanding group dynamics allows us to identify potential conflicts, facilitate effective communication, and foster a positive team environment. It helps us leverage the strengths of individual team members and create a cohesive and high-performing group.



Effective conflict handling and delegation

- Effective conflict handling means finding an effective way to solve problems or disagreements with others. Sometimes, people may not agree on something and that is okay because everyone has their own ideas and opinions. But instead of fighting or arguing, it is important to talk calmly and listen to each other. By understanding each other's perspective, we can find a solution that makes everyone happy.
- Delegation is like asking for help when you have too much work to do by yourself. Sometimes, we have many tasks to complete but not enough time or energy to do them all alone. So, we can ask someone else who is capable and willing to help us out. Delegating tasks means dividing the work among different people so that everything gets done faster and more efficiently.



Conclusion

- Belbin's ideas together, we can see how important it is for everyone in a group to have a specific role and work well together as a team. Tuckman helps us understand the journey a group goes on, while Belbin helps us see the individual strengths each person brings to the team. By using both of these insights, we can create strong and successful groups that work well together



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