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TEAM WORK AND COMMUNICATION

SUCCESSFUL TEAM DEVELOPMENT



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INTRODUCTION

- Effective teams are the fundamental base of a successful organization.
- Team effectiveness is the ability of a group of people to achieve a set of goals by working together. Team development is the process of learning to work collaboratively.
- This PPT will discuss about the concepts of successful team development.



TUCKMAN THEORY OF TEAM DEVELOPMENT

- Team development is the process of managing employees and working towards the accomplishment of shared organizational objective. In order to develop a successful team, the theory developed by Bruce Tuckman in the year 1965 is used.
- Bruce Tuckman theory of team development for developing a successful team is explained below:



Speaker Notes:

¹ This theory of team development focuses on the approaches in which a team performs and manages a task from the initial information of team through the completion of the team project (Díaz, and et.al, 2019). The Tuckman model of team development comprises of different stages.

CONTD.

- **Forming-** In this stage of team development theory, a team is developed and the planned task is allocated to the team. In this first stage, the team members can discuss the team goals, individual roles, strategy and rules which must be followed by the whole team through which they can collectively work towards the achievement of shared objective.
- **Storming-** In order to develop a successful team, in this stage an organization can encourage the team member to communicate with each other, understand others strengths and weakness and engage in active listening through which effective team performance can be maintained.



Speaker Notes:

Forming- Developing a team is the first stage which is the initial step towards grouping effective employees in a team through which successful team performance can be ensured (Gharaveis, Hamilton and Pati, 2018).

Storming- The second stage is critical as this can involve conflicts among team members which can create an adverse impact on team and organisational performance.

CONTD.

- **Norming-** This is the third stage where team can work on their conflicts and focus on finding solutions which can be helpful in resolving those conflicts.
- **Performing-** In order to ensure successful team performance, a well-structured plan is followed which is helpful in achieving the shared objective within the desired time frame.
- **Adjourning-** This is the last stage of team development where the assigned team task comes to an end.



Speaker Notes:

Norming-The conflict can be resolved with the help of respecting, accepting differences and appreciating each other.

Performing-In this stage of team development, the whole team collectively perform the assigned job roles and responsibilities up to their potential through which they can meet the organizational objective (Mirsky and et.al, 2020).

Adjourning- This stage is also called as termination stage where team are terminated after meeting the desired team objective.

CONCLUSION

- From the above PPT, it can be concluded that teams in a workplace are the core of an organization where employees collectively perform managerial activities and meet organizational objectives within a selected time frame.
- There are various theories of team development which help organization to develop effective teams through which an organization can attract various benefits and attract higher opportunities.



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