



Megi Hoxha (1919881) - Benefits of Team Working.

Laszlo Gamsz (1922117) - Stages of Team Development. (Tuckman)

Ilona Stailse (1922115) - Team Roles. (Belbin) Leadership Roles (Hersey & Blanchard)

Mohammed Uddin Baten Begum (1919212) - Managing Conflict (Thomas and Kilmann)

Mohammed Ashraful Mowla (1922118) - Successful Team Development.

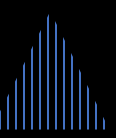


# Benefits of team working



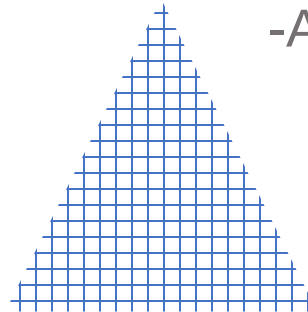
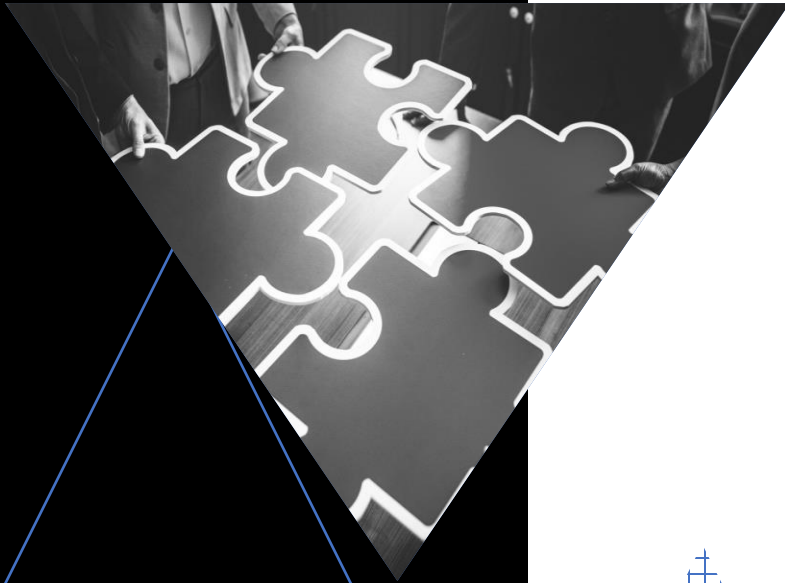
By Megi Hoxha





# What is team-work?

- Team working a group of people that works together to achieve a same goal.
- Basic rules for a good team-work:
  - Positive attitude
  - Active listening
  - Good communication skills
  - Share ideas
  - Good organisation
  - AND in particular "MAKE IT ENJOYABLE"



# Statistics of team-work's power



**About 75% of employers rate teamwork and collaboration as "very important".**

*Source: Queens University Of Charlotte*

 **BIT.AI** | The smartest document collaboration for teams



**86% of employees and executives cite lack of communication or collaboration for workplace failures!**

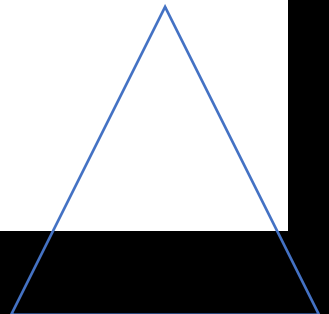
*Source: Salesforce*

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# Benefits of team working

- Knowledge and creativity
- Collaboration
- Different strengths
- Builds trust
- Teaches conflict resolution skills
- Builds sense of ownership
- More healthy risk taking
- Support from the group

(Mattson, 2017)



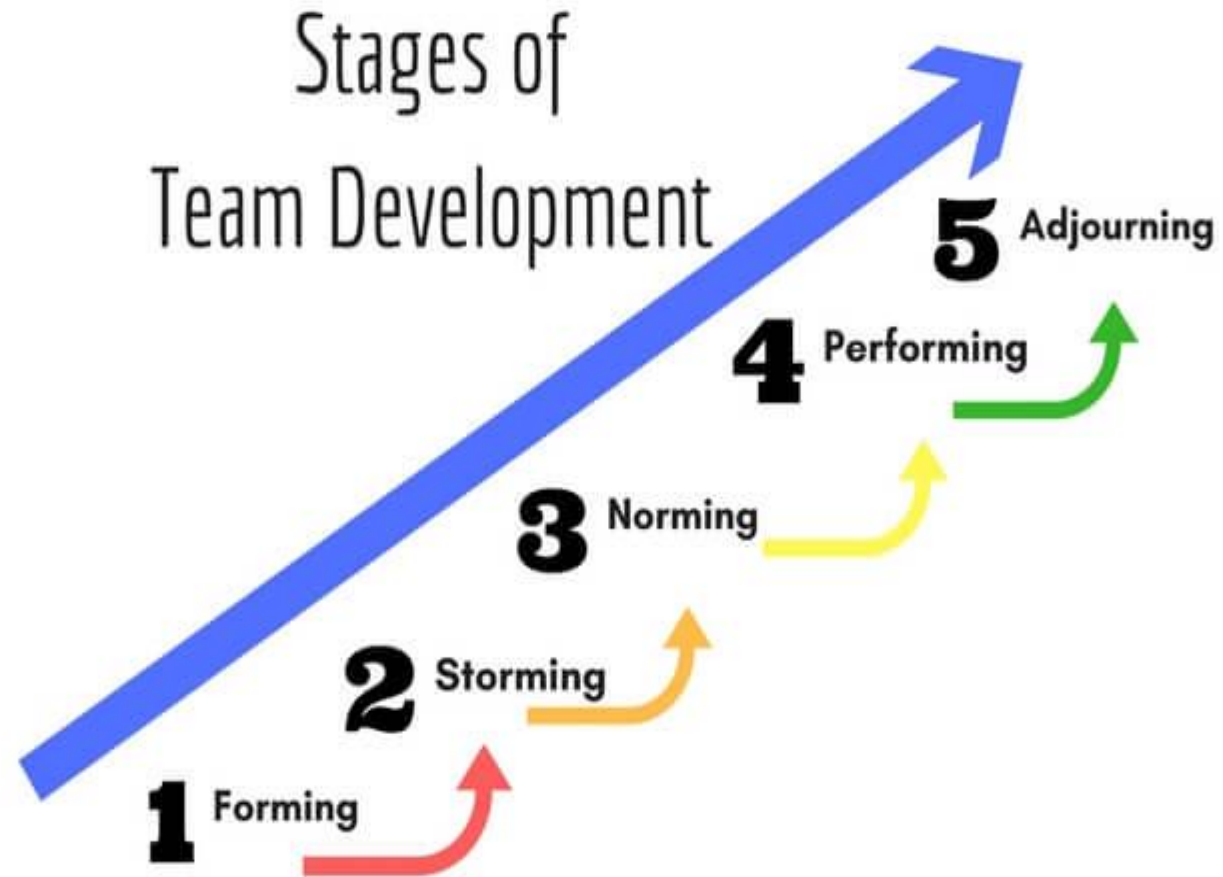


TEAMWORK...means never having to  
take all the blame yourself.

— *Stephen Hawking* —

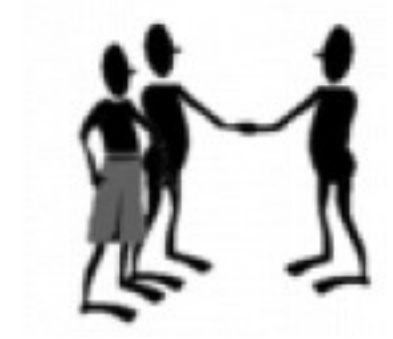
AZ QUOTES

# *Bruce Wayne Tuckman 1965*



# Forming

- Feelings are cautious.
- Shy with each other.
- Excited to be part of the team.
- Eager about the work ahead.



# Storming

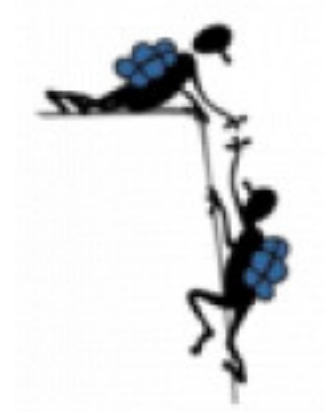
- Unsettling and unstable formation of the group members.
- Difficult communication.
- Frustration or anger with the team progress.



(Harper, 2018)

# Norming

- Trust each other.
- Commitment to the group.
- Start to feel the sense of cohesive and belonging.



# Performing

- Satisfaction in team performance.
- Satisfaction in team effectiveness.
- Confident about own and team members abilities.



# Adjourning

- The experience is over.
- Disbanding or mourning.
- Looking for new responsibilities and tasks.



(Harper, 2018)



# Dr Meredith Belbin Team Roles. (1981)

By Ilona Stailse

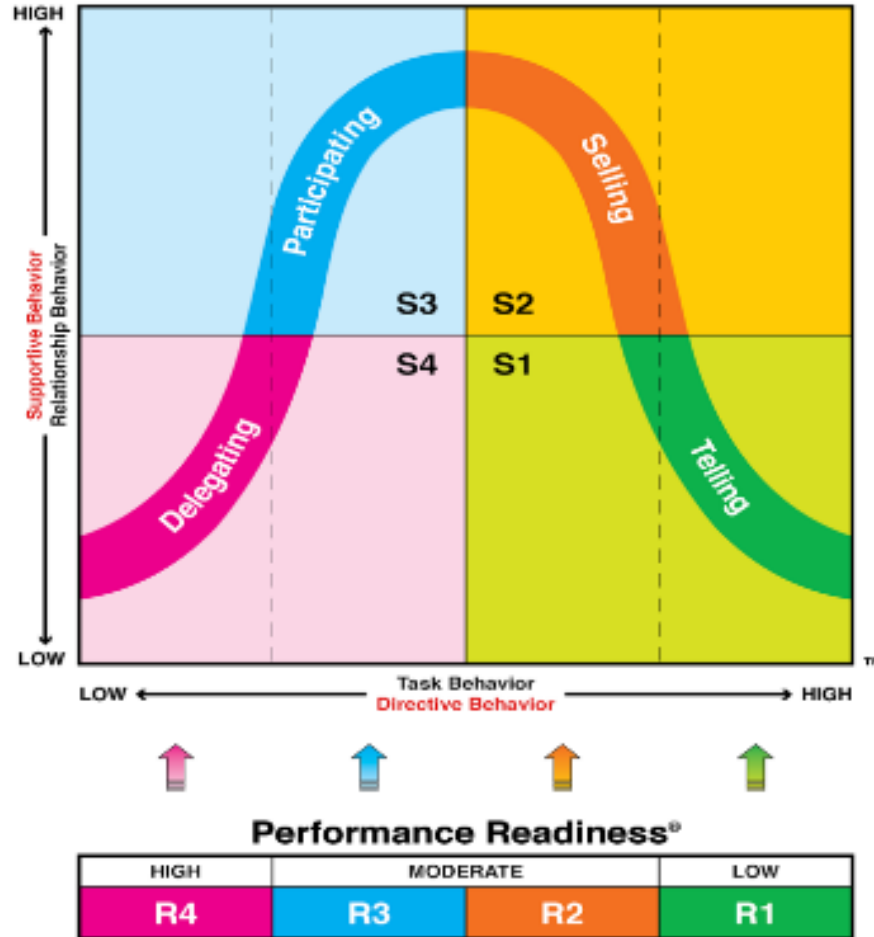
**Figure 1: Belbin's Team Roles**

|                               |                       |                                      |
|-------------------------------|-----------------------|--------------------------------------|
| <b>Action Oriented Roles</b>  | Shaper                | Challenges the team to improve.      |
|                               | Implementer           | Puts ideas into action.              |
|                               | Completer Finisher    | Ensures thorough, timely completion. |
| <b>People Oriented Roles</b>  | Coordinator           | Acts as a chairperson.               |
|                               | Team Worker           | Encourages cooperation.              |
|                               | Resource Investigator | Explores outside opportunities.      |
| <b>Thought Oriented Roles</b> | Plant                 | Presents new ideas and approaches.   |
|                               | Monitor-Evaluator     | Analyzes the options.                |
|                               | Specialist            | Provides specialized skills.         |

# Situational leadership I (1969) vs Situational leadership II (1982)

Paul Hersey & Ken Blanchard (1969)

SLI Model



(Puyang, 2015)



Ken Blanchard (1982)

SLII® Model



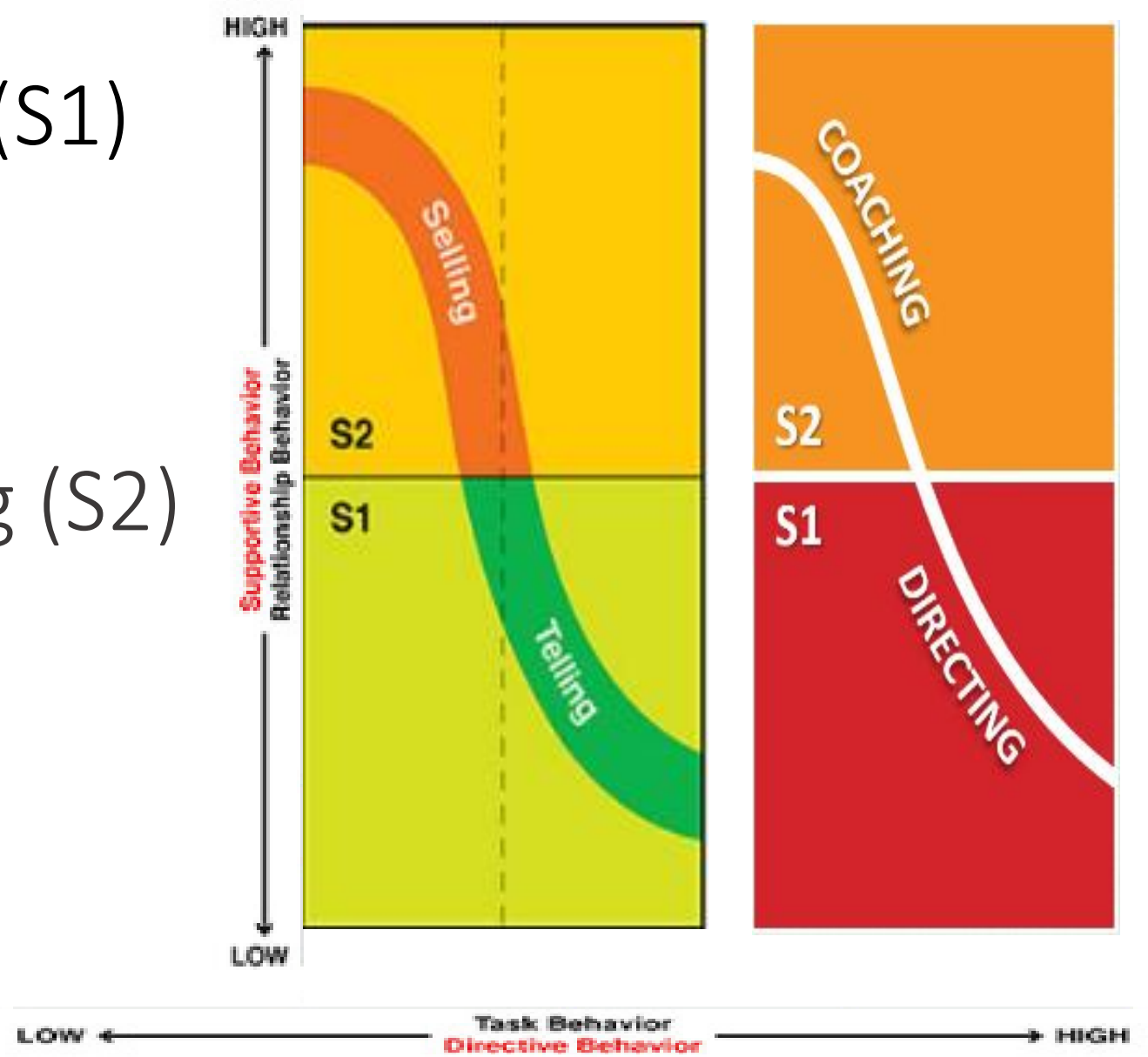
(Todorov, 2017)

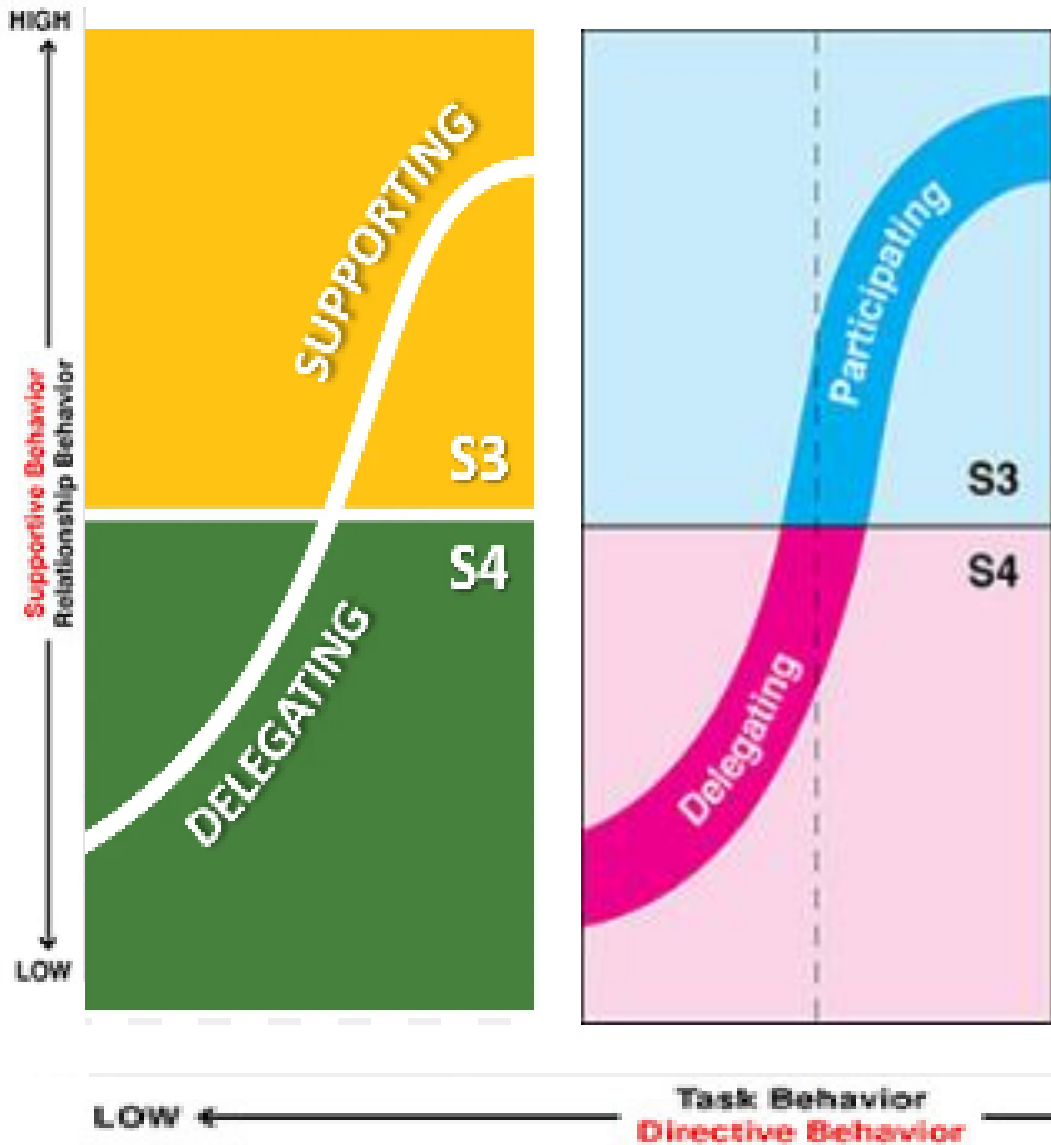
# Telling or Directing (S1)

- High directive behaviour.
- Low supportive behaviour.

# Selling or Coaching (S2)

- High directing behaviour.
- High supporting behaviours.





## Participating or Supporting (S3)

- Low on directing behaviour
- High on supporting behaviours

## Delegating same in SLII (S4)

- Low on directing
- Low supporting behaviours.



# Managing Conflict

By Mohammed Uddin Baten Begum



# Successful Team Development.

By Mohammed Ashraful Mowla



# Successful team development

The supportive roles of the all the associated team members is a must for the effective outcomes of every team. The key roles are associated with...

- Shared goals
- Collaborative working
- Mutual understanding
- Balanced integration

# The importance of Successful team development

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- The key benefits of our teamwork that supports to perfectly complete our assigned roles and responsibilities. All the things, we need to ensure a shared and collaborative support from each member



# The core elements of Successful team development

The core elements of Successful team development includes....

- Shared values
- Mutual trust
- Synergistic skills
- Stretch goals
- Great team leader



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THANK  
YOU

A circular corkboard with a light brown, textured surface. The words "THANK" and "YOU" are arranged in two rows. Each letter is cut out from a piece of paper or cardstock and pinned to the corkboard with a round pushpin. The pushpins are in various colors: blue, red, yellow, and green. The letters are also in various colors: white, red, blue, orange, and light blue. The word "THANK" is in the top row, and "YOU" is in the bottom row. The entire scene is framed by a white circular border.