

University of Wales Trinity Saint David

EFFECTIVE TEAM WORKING AND COMMUNICATION

BMSW4002_LON



Team Members Group 2:

Iolanda-Valentina Maftai (1921013)



Daniela Costache (1919219)



Daiana Pana (1919230)



Gabriel Munteanu (1919362)



Emil-Bogdan Macreanu (1920816)



Tabel Contents

Introduction

Background of MCPM

Team

Benefits of Team

Stages of Team Development

Team Roles

Success Team Development

Conclusion

Referencing

Introduction

- The presentation is focusing on the effective team working and communication for our organization.
- In this presentation five important topics are covered:
 - benefits of team working:
 - stages of team development
 - team roles
 - managing conflicts
 - successful team development.



-MCPM-
company



Background of MCPM

- MCPM is a well-known UK consultancy company, being established in 2019.
- It is a private company which deals under the construction industry, design, engineering and business services.
- The company's headquarter is in London, we planning to spread our offices in the EU countries.



- A team is a group of individuals who comes together to achieve the same goal.
- A team can also be defined as those people who are engaging in the accomplishment of self task as well as organizational task.
- There are three types of teams:
 - Process improvement teams
 - Work groups or natural teams
 - Self-managed teams.

Benefits of Team

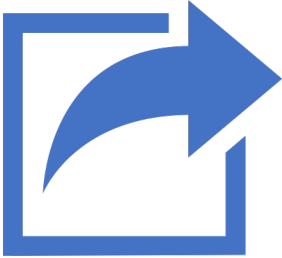


Foster creativity and learning



Idea Generation

Benefits of Team



Share the Workload



Gaining New perspective



Boosts Productivity

Stages of Team Development



FORMING



STORMING



NORMING



PERFORMING



ADJOURNING

Stages of Team Development



Forming: At this stage each members of the team are meeting for the first time with each other.



Storming: In this zone, the politeness of the team members have worn off and everyone is concentrating of attempting the task. Personality may clashes here.

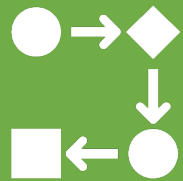


Norming: Here, a new bond between team members will take place where everyone of them are supportive and give appreciation to one another.

Stages of Team Development



Performing: Here, team members are motivated, connected, familiar and ready to work without any supervision for achieving the goals.



Adjourning: The team here gets tear down as the reason of the formation gets successful.

Team Roles

- The team roles have defined by Dr. Meredith Belbin which comprises of 9 behaviors.
- These nine behaviors are acted as team roles.
- When every team will adopt them, they will be termed as high-functioning team.

Doing/ Action	Implementer 	Shaper 	Completer Finisher 
Thinking	Plant 	Monitor Evaluator 	Specialist 
People/ Feeling	Co-ordinator 	Team Worker 	Resource investigator 

Team Roles



Resource Investigator: The resource investigator are those who concentrates on their intrusive nature to generate ideas.



Team worker: This team member is the one who has the back for the team who have its personal goal to accomplish the objectives.



Coordinator: Just like a leader value the vision, a coordinator in the team value the team's objective.

Team Roles

Plant: This team member is highly creative and have the ability of problem-solving in every situation.

Monitor Evaluator: It is a logical eye of a team who takes impartial decision.

Specialist: This mate is the expert in the team who shares their in-depth knowledge to achieve the goal.

Team Roles



Shaper: This is the motivator who monitors the scope of the team and concentrates on the team to thrive consistently.

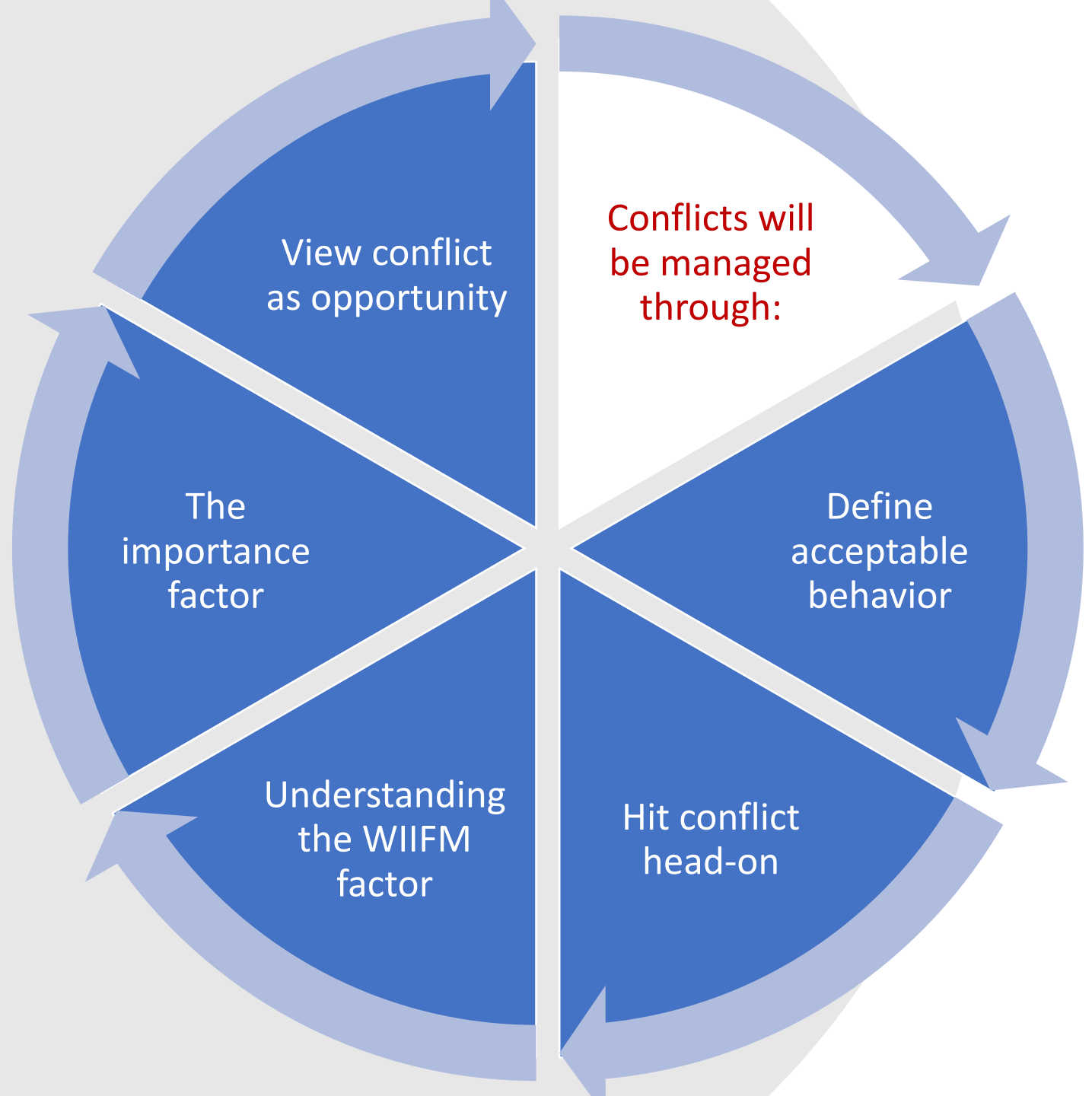


Implementer: Here the mate is concentrated to make a workable space to implement the strategy.



Completer Finisher: This member is the editor who has strong hand for the last finishing.

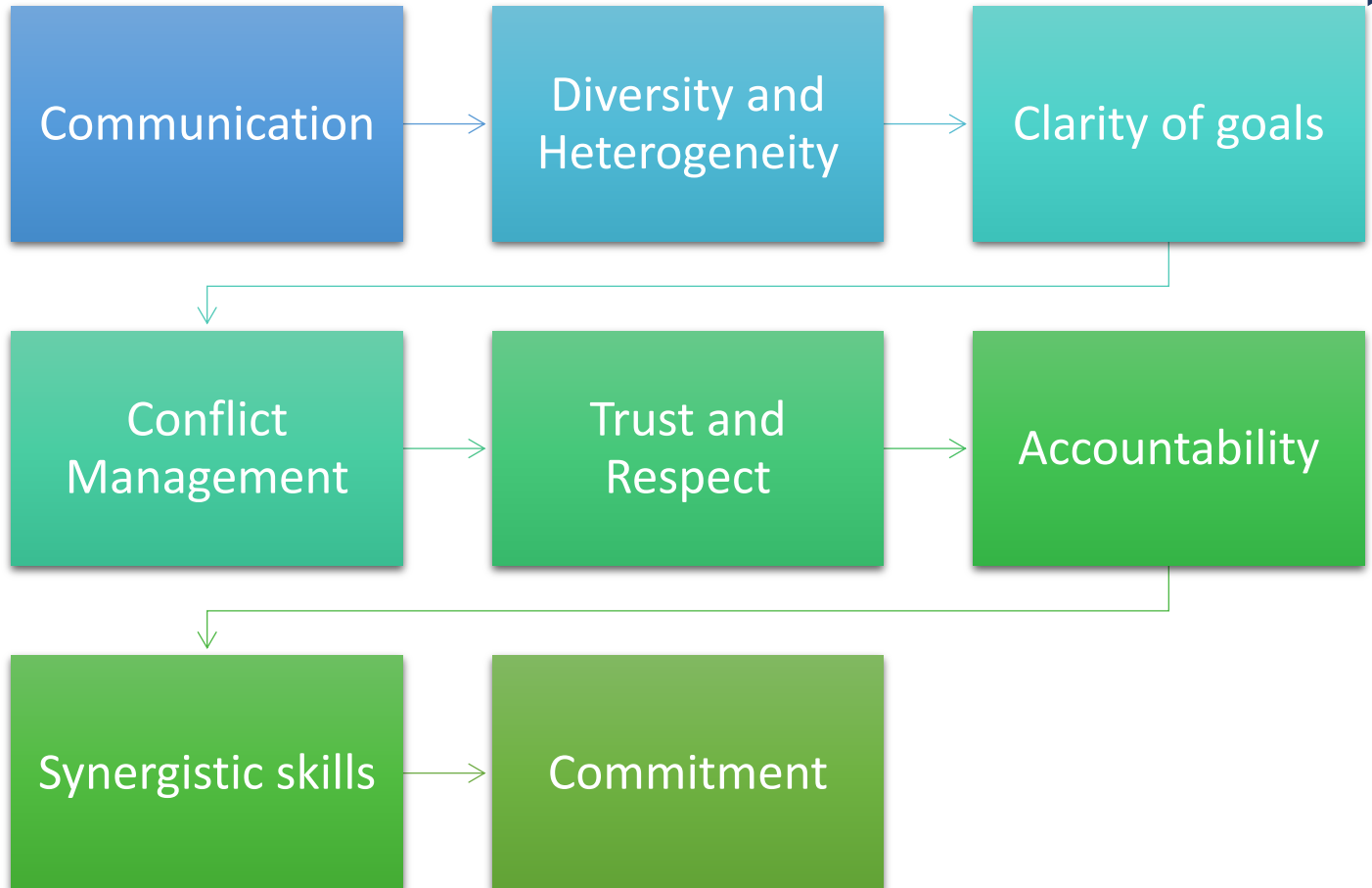
Managing Conflict



Success Team Development



Success Team Development



Conclusion

- The consultancy company requires a lot of teams in every department to create the channel of team networking to fulfill the criteria and demand of the organization and its task.
- Effective team working and communication plays a vital role in avoiding the conflicts.





THANK YOU FOR YOUR TIME!

Referencing

- Cooper-Duffy, K. and Eaker, K., 2017. Effective team practices: Interprofessional contributions to communication issues with a parent's perspective. *American Journal of Speech-Language Pathology*, 26(2), pp.181-192.
- Earle, E.R., 2020. Voices of the UK Left: Rhetoric, Ideology and the Performance of Politics ed. by Judi Atkins and John Gaffney. *Rhetoric & Public Affairs*, 23(2), pp.408-411.
- Gabrielsson, L. and Hasan, Z., 2019. The Influence of Agile Project Management on Knowledge Sharing in a Team: A Study Conducted at an Engineering Consultancy Firm.
- Fine, C., Sojo, V. and Lawford-Smith, H., 2020. Why does workplace gender diversity matter? Justice, organizational benefits, and policy. *Social Issues and Policy Review*, 14(1), pp.36-72.
- Driskell, T., Driskell, J.E., Burke, C.S. and Salas, E., 2017. Team roles: A review and integration. *Small Group Research*, 48(4), pp.482-511.

Referencing

- Ruch, W., Gander, F., Platt, T. and Hofmann, J., 2018. Team roles: Their relationships to character strengths and job satisfaction. *The Journal of Positive Psychology*, 13(2), pp.190-199.
- Smallfield, J., Hoobler, J.M. and Kluemper, D.H., 2020. How team helping influences abusive and empowering leadership: The roles of team affective tone and performance. *Journal of Organizational Behavior*, 41(8), pp.757-781.
- Smallfield, J., Hoobler, J.M. and Kluemper, D.H., 2020. How team helping influences abusive and empowering leadership: The roles of team affective tone and performance. *Journal of Organizational Behavior*, 41(8), pp.757-781.
- McKibben, L., 2017. Conflict management: importance and implications. *British Journal of Nursing*, 26(2), pp.100-103.
- Lindsjörn, Y., Sjøberg, D.I., Dingsøyr, T., Bergersen, G.R. and Dybå, T., 2016. Teamwork quality and project success in software development: A survey of agile development teams. *Journal of Systems and Software*, 122, pp.274-286.