

PRESENTATION ON
EFFECTIVE TEAM WORKING
BY
DONNA STOCK
2007575



PRESENTATION PLAN

1. Effective Team Working
2. Presentation Plan
3. Introduction
4. Aims & Objections
5. Dr . Bruce Tuckman's Team Development Stages
6. Key Elements of Motivation Explained
7. Effective Motivational Team Tips
8. High Performing Teams
9. Patrick Lencioni's The Five Dysfunctions Of A Team
10. Conclusion
11. Questions & Feedback Form
12. References

INTRODUCTION

Today I will be giving a presentation on effective team working and will be using slides to present Dr Bruce Tuckman's theory on team development stages. I will also be covering the key elements of motivation, Patrick Lencioni's five dysfunctions and the elements of high performing teams.



AIMS & OBJECTIVES

My aim in this presentation is to show you how much of a difference the key Elements of Motivation can make on teams.

My objective is to clearly explain the stages in Tuckman's Theory and introduce you to new ways of effectively motivating a team.

REMEMBER..... 'There is No 'I' in team'!!!



DR . BRUCE TUCKMAN'S TEAM DEVELOPMENT STAGES

Dr . Bruce Tuckman published his 'Forming, Storming, Norming & Performing' model in 1965. He later added a fifth stage 'Adjourning' in the 1970s (Chapman 2021). Here are his five main stages to effective team development.



KEY ELEMENTS OF MOTIVATION

The Key Elements of working in a team & succeeding is **Motivation!**

Here are the 2 Elements of Motivation within teams & the difference between them both

*** Intrinsic Motivation**

*** Extrinsic Motivation**

Intrinsic vs. Extrinsic Motivation

What's the Difference?

- **Intrinsic Motivation**

- Comes from within - autonomous
- Self-driven to achieve goals – learns for the sake of learning and enjoys the process
- Can lead to better performance and greater satisfaction

- **Extrinsic Motivation**

- Comes from an external source – teachers, coaches, managers, etc.
- Driven by external rewards (e.g. grades, trophies, paychecks, etc.)
- Lack of sincere interest can lead to poorer performance

EFFECTIVE MOTIVATIONAL TEAM TIPS!

- Respect- Positive Motivator when working in a team, Team members respond positively when being shown respect.
- Encourage- Bringing Continuous Support, confidence & hope to team members encourages teams to thrive.
- Team Building- Teams engaging in team building tasks, Brings the team together, keeps the team highly motivated & alleviates boredom within the team.



HIGH-PERFORMING TEAMS

High-performing teams are composed of individuals with specialized expertise & complementary skills who are goal-oriented & hyper-focused on achieving clear, outstanding results. Together they collaborate & innovate to produce work at the highest levels.

The Seven Characteristics

- *Have clear goals tied closely to team & organizational priorities.
- *Have defined roles & responsibilities.
- *Communicate clearly & respectfully.
- *Manage work & deadlines based on priorities.
- *Trust & respect each other.
- *Celebrate success together & recognize contributions.
- *Practice continuous learning.



PATRICK LENCIONI'S FIVE DYSFUNCTIONS OF A TEAM

Qualities of High Performing and Dysfunctional Teams¹

High Performing Teams

- High performance, team based results
- Highly motivated team
- Poor performers are managed and held accountable
- Same standards for everyone
- Aligned on common objectives
- Clarity on direction and priorities
- Highly engaged team members
- Confront problems & issues quickly
- Develop practical solutions
- Get input from team, minimal politics
- Safe environment to speak-up
- Team members help each other
- Leverage strengths for the team

Results

Accountability

Commitment

Constructive Conflict

Trust

Dysfunctional Teams

- Poor performance and results
- Team turnover
- Missed deadlines and key deliverables
- Poor performance is tolerated and creates environment of resentment, hopelessness
- Ambiguous direction and priorities
- Revisits discussion again and again
- Absenteeism
- Go around problems
- Do not confront tough issues
- Lack of transparency drives confusion
- Hesitate to ask for help
- Conceal weaknesses from others
- Dread meetings and avoid team

<http://www.strategyppt.com>

1: Based on book by Patrick Lencioni's The Five Dysfunctions of a Team

0

MY CONCLUSION

In conclusion it is important to have a clear understanding of the theories and models discussed today as they can have large impacts on team motivation and effective team working.

We now understand there are multiple ways to motivate and get the most out of individuals for an overall team goal and I personally feel that Tuckman's stages are the best example of this.

Thank you for listening to my presentation and please feel free to ask any Questions & I look forward to your Feedback.

Feedback Form

Presentation Evaluation Sheet				
Module: BMSK4002				
Topic: Effective Team working				
Date	Name of Presenter: Donna Stock			
	Feedback			
	Weak	Fair	Good	Excellent
Prepared for Presentation				
Presented in an interesting way				
Objectives of the presentation are clear				
Used visual aids effectively				
Organised the presentation logically				
Spoke loudly enough				
Spoke slowly and clearly				
Presented within appropriate time				
Responded to questions accurately				
<u>What can I do better next time?</u>	<u>What went well?</u>			

REFERENCES:

- Blenkinsop, P. (2010) *The Communication Cycle*. [online] Available at: <http://manyana-education.blogspot.com/2010/10/communication-cycle.html> Accessed: 22.04.21

MindTools (2021) *How good are your communication skills?* [online] Available at: https://www.mindtools.com/pages/article/newCS_99.htm Accessed: 22.04.21

- Shannon, C. and Weaver, W. (1949) *The Mathematical Theory of Communication*. Urbana: University of Illinois Press.
- Skills You Need (2021) *Interpersonal Skills Self-Assessment*. [online] Available at: <https://www.skillsyouneed.com/ls/index.php/343479> Accessed: 22.04.21
- Bruce Tuckman - <http://www.mspguide.org/tool/tuckman-forming-norming-storming-performing>
- <https://leadersuccess.com/leadership-development/building-team-performance/>
- Elements of high performing teams, Kristin Ryba, October 8, 2020 <https://www.quantumworkplace.com/future-of-work/characteristics-of-high-performing-teams>
- Patrick Lencioni's five dysfunctions of a team published 2002 - <https://strategyppt.com/2016/05/07/5-dysfunctions-of-teams/>
- ActiveCollab, Branislav Moga (June 2017)
- Study.com, Donna Swarthout (September 2015)
- Wishesmsg.com