

EFFECTIVE TEAM WORKING AND COMMUNICATION

NAMES:	ID NUMBERS:	TOPICS:
Stephany Bennett-Grant	1913503	Benefits of Team Working
Ruma Onawar	1817892	Stages of Team Development
Paulina Dandasova	1915710	Team Roles
Roman Ziga	1913284	Managing Conflict
Tomas Adam	1917610	Successful Team Development

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MATRIX CONSULTANCY

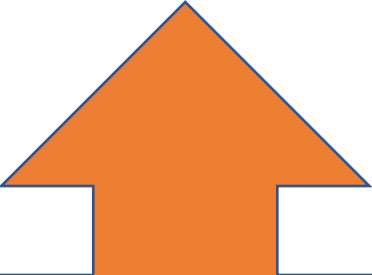


BENEFITS OF TEAM WORKING



(Spearhead-training.co.uk, 2020)

WHAT IS A TEAM ?



- A team is a group of people that work together on different tasks in order to achieve a common goal.



**Together
Everyone
Achieves
More**

(Mytrainingprovider.com, 2014)

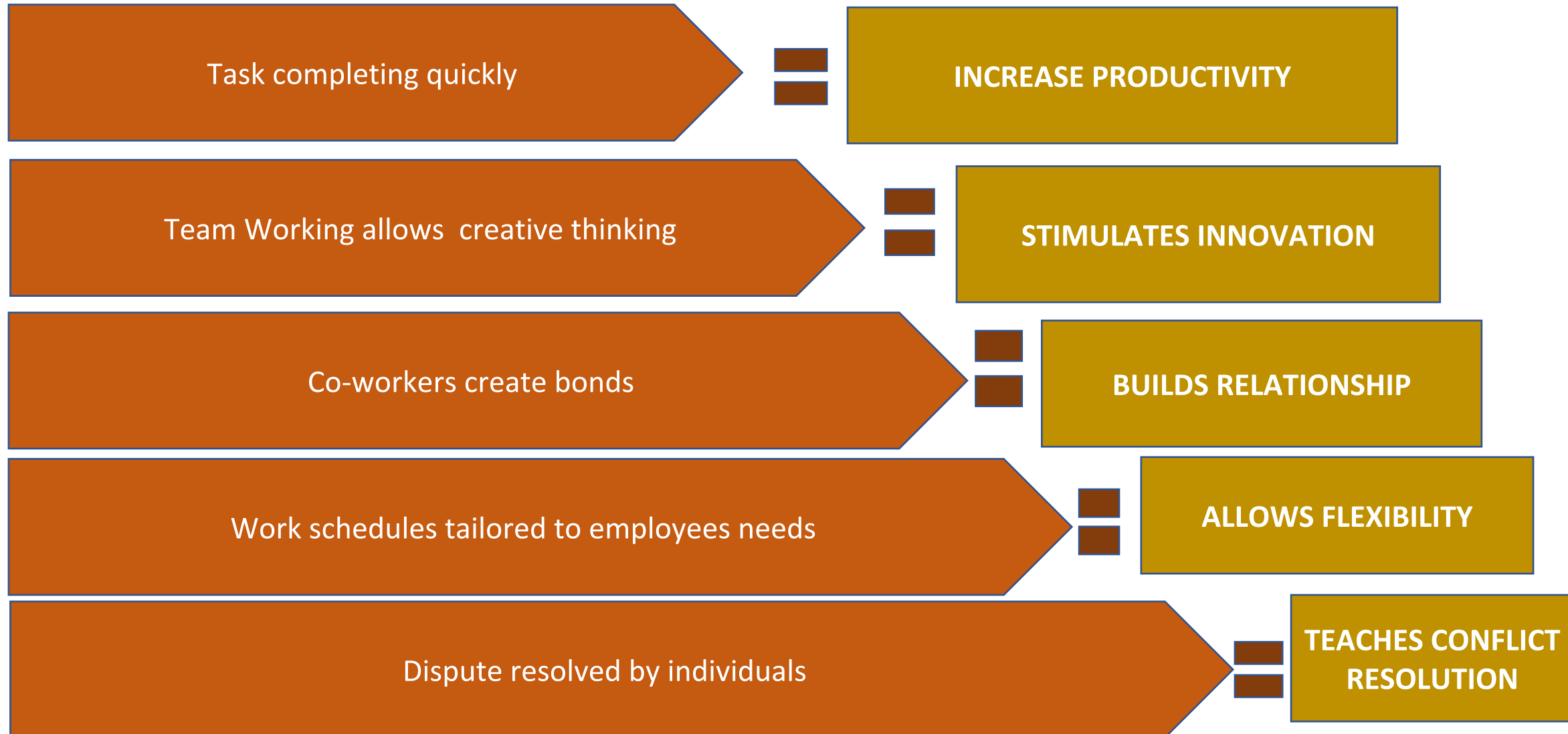


(Eternalsunshineofthemind.wordpress.com, 2013)



(Leitch C, 2020)

HOW ARE THESE BENEFITS ACHIEVED?





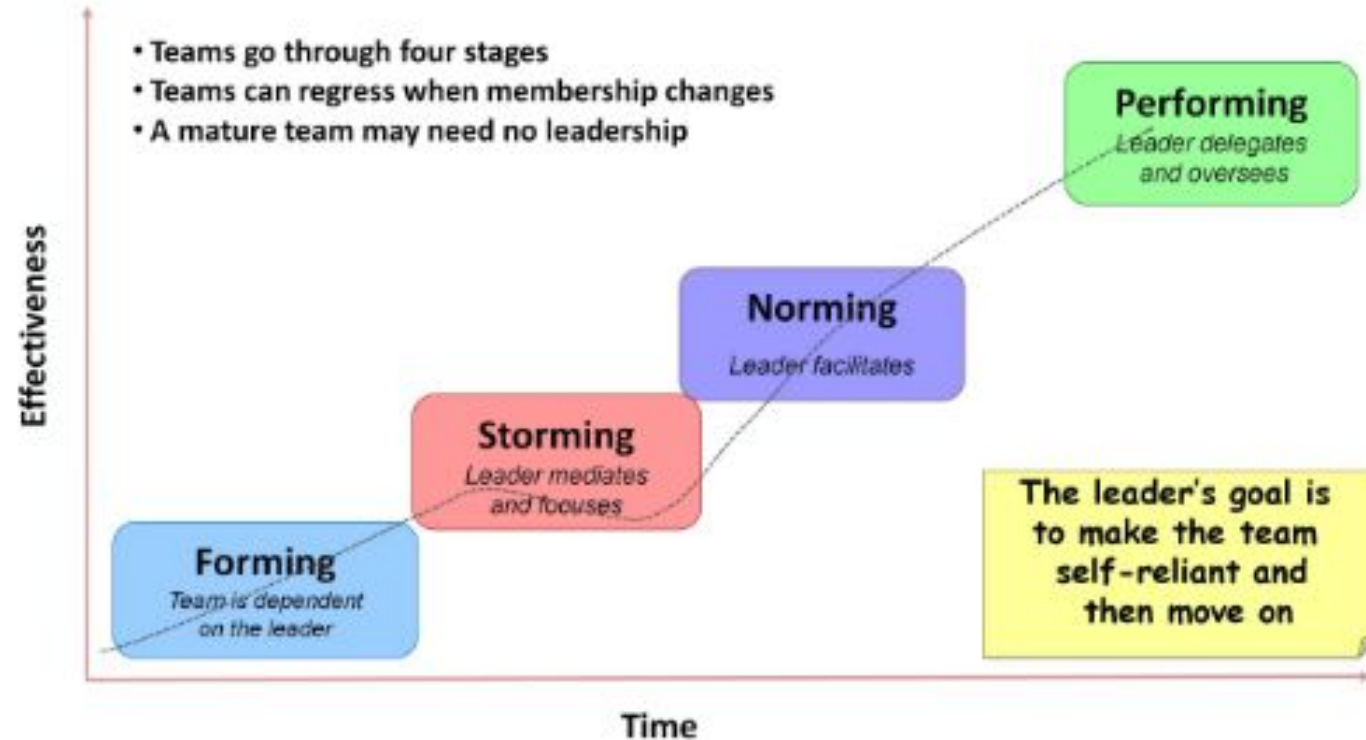
Stages of Team development

Introduction to team development and Tuckman's theory

- Team development using Tuckman's theory (Blacket *al.* 2019)
- Group dynamics
- Team working and communication in the organisation



Tuckman's Team Development Model



Stages of development

- Forming
- Storming
- Norming
- Performing
- Adjourning



Challenges and issues in group dynamics, team working and communication in the organisation

- Gaps in communication (Natvig and Stark, 2016)
- Conflicts
- Teamwork



Strategies for resolving the challenges using Tuckman's theory

- Conflict management (Klunder *et al.* 2016)
- Facilitate communication (Klunder *et al.* 2016)
- Proper guidance



MANAGING CONFLICT

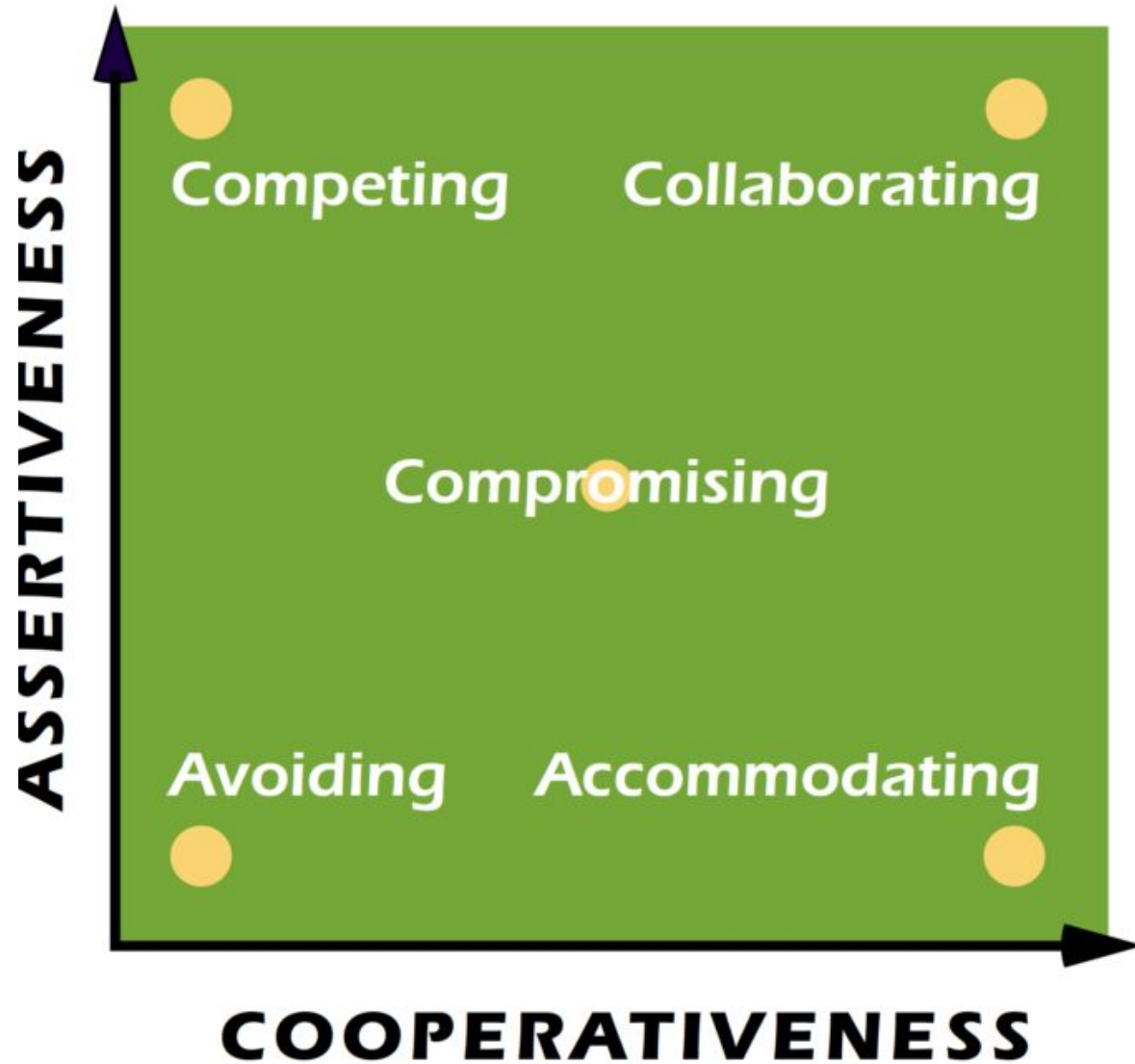
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- Thomas-Kilmann Instrument
 - *Assertiveness
and Cooperativeness behaviour*

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five different modes for responding to conflict situations

- Competing
- Accommodating
- Avoiding
- Collaborating
- Compromising





Competing

- Competing mode
- Accomodating mode
- Avoiding

Assertive and Cooperative

collaborating

assertiveness



Assertiveness and cooperativeness

compromising





Successful team development



Belbin's team roles

- Belbin's 9 clusters (team roles)





Building a strong team

- Develop trust
- Each team member should understand their responsibilities
- The whole team should have a common goal

Dealing with the team

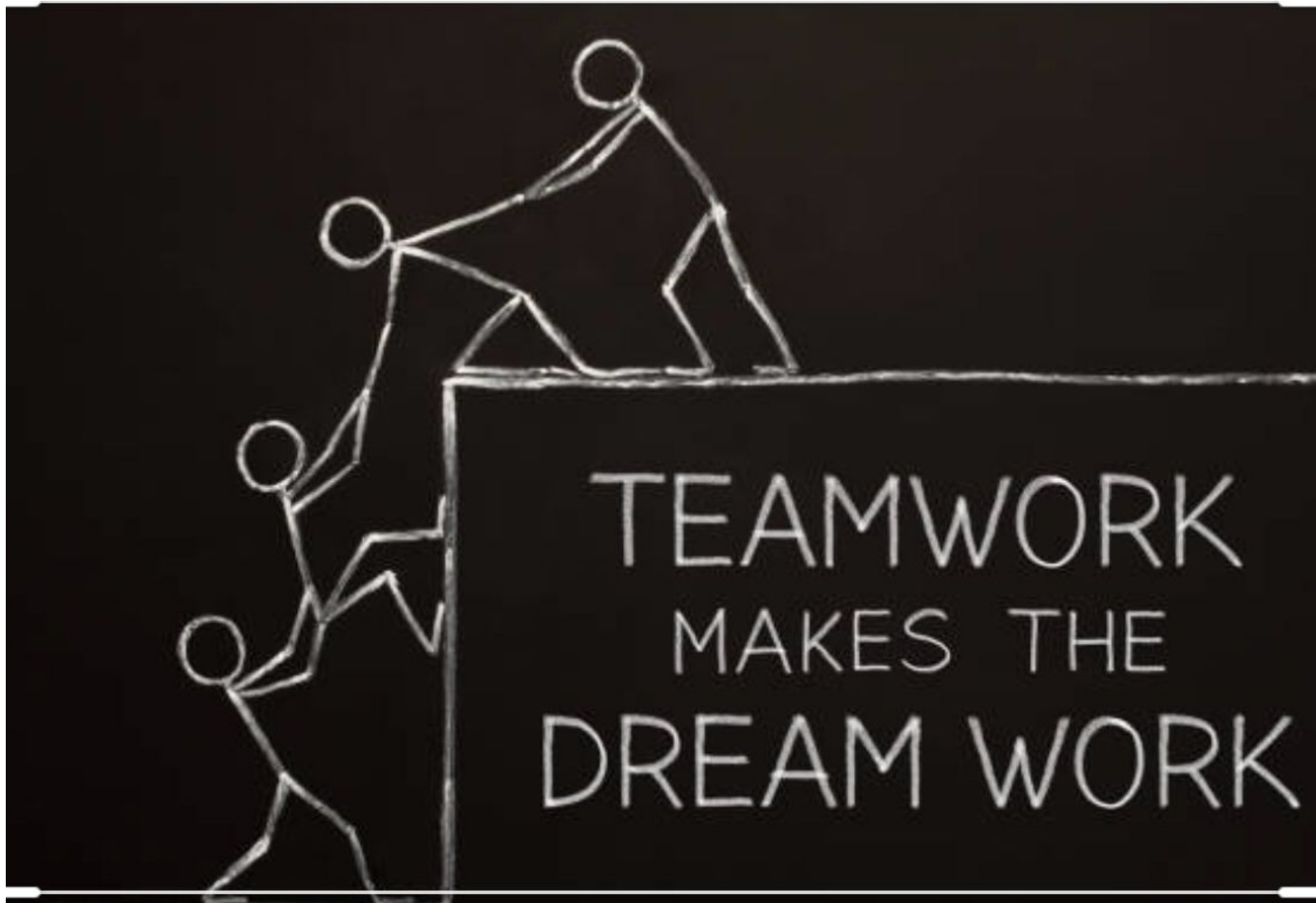
- Dealing with change
- Dealing with conflict
- Adapting



Sharing and Socializing



- Sharing ideas
- Sharing information
- Socialize



CONCLUSION

(Canstockphoto.com, 2020)

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