

WELCOME

PRESENTATION OF EFFECTIVE TEAM WORKING



- Effective Team Work and Communication (BMSW4002)
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INTRODUCTION



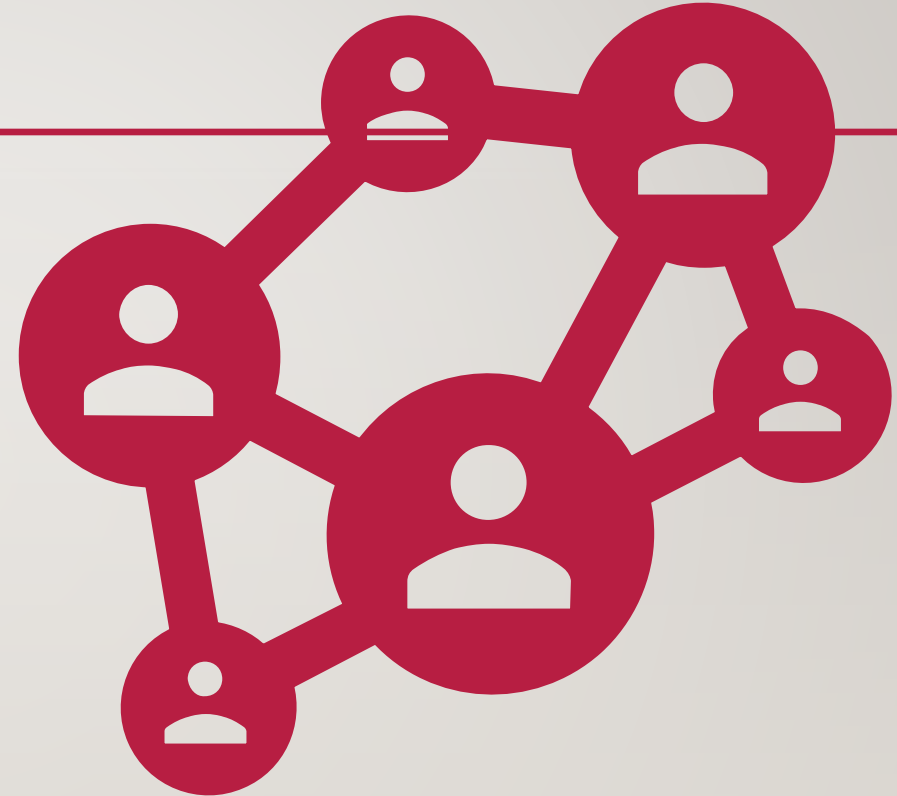
Effective teamwork is important factor for every business organization to achieve goal and objectives.



The leader of any business organization divides the work among every team member for ensuring satisfied performance in the competitive business place.

IT INCREASE PRODUCTIVITY

- Working within a team, every employees get huge facilities and advantages in the workplace.
- By working unitedly, the employees can ensure outstanding performance in workplace to achieve goals and objectives.



IT PROVIDES A SUPPORT NETWORKS AND ENCOURAGES INNOVATION



Every employee need different support for performing actions in the workplace.



Teams are capable to handle any critical situations, produce more creative, practical and innovative solutions for any problems.

IT IMPROVES MORALS AND ESTABLISH STRONG RELATIONSHIP



Every employees have different values, belief, dogma and show behavior according own background.



The most important benefits of team working are the development and establishment of strong relationship among employees.

STAGES OF TEAM DEVELOPMENT: WHO, WHEN AND WHY?

WHO?

Bruce Tuckman

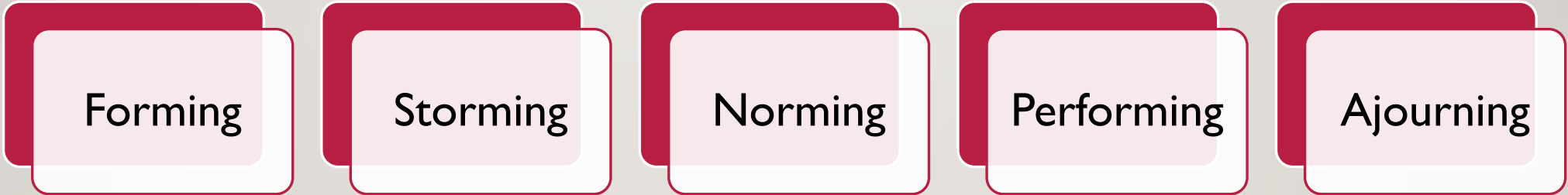
WHEN

“Tuckman’s stages of group development” 1965

WHY?

Groups go through a number of stages

STAGES OF TEAM DEVELOPMENT



The diagram illustrates the five stages of team development as a horizontal sequence of five overlapping rectangular boxes. Each box has a dark red border and a light pink fill. The boxes are arranged in a row, with each subsequent box shifted slightly to the right, creating a sense of progression. The text inside each box is black and centered.

Forming

Storming

Norming

Performing

Ajourning

STAGES OF TUCKMAN

1. **Forming:** This is the phase where a sense of belonging is developed through trust between members
2. **Storming:** The leader will have the task of resolving tensions, providing the tools to find a balance

(Masterclass, 2020)

STAGES OF TUCKMAN

- 3. **Norming:** Is a past Storming. Characterized of a sense of unity is created and individuals finally feel part of a team.
- 4. **Performing:** The leader leaves the group to work alone and in order to achieve team confidence.
- 5. **Adjourning:** A usually decline in team motivation. The leader will take the opportunity to develop new projects and objectives.

(Masterclass, 2020)

TEAM ROLES

- **ACTION ORIENTED ROLES :**

- Shaper: Challenge norms, take lead and push the team. Challenging, dynamic, thrives on pressure.

- Implementer: Executors of plans. Practical, reliable, efficient.

- Completers Finisher: Complete the fine details. Painstaking, conscientious, anxious.

- **PEOPLE ORIENTED ROLES :**

- Coordinator: Natural teams leaders. Mature, confident, identifies talent.

- Team worker: Diplomats, keep team cogs turning.

- Ressource Investigator: find external resources. Outgoing, enthusiastic, communicative.

- THOUGHT ORIENTED ROLES:**

- Plant: innovators and ideas. Prefer to work alone. Creative, imaginative, free- thinking.

- Monitor evaluator: Separate good ideas from bad. Sober, strategic and discerning..

- Specialist: skills in a specialist job. Single minded, self-starting, dedicated.

MANAGING CONFLICT

Analyze Analyze the conflict

Separate Separate the person from the problem

Motivate Motivate for cooperation

SUCCESSFUL TEAM DEVELOPMENT

- Goals orientate mindset
- Commitment to the roles
- Responsibility and accountability

SITUATION AND LEADERSHIP

Every business organization performs different activities in the workplace to achieve goals and objectives.

When any business organization faces critical situation then the leader and manager ply an effective contribution for taking effective decision to overcome those haphazard situation

CONCLUSION

- The leader of any business organization follow ~~different theories, policies and strategies for~~ developing the performance of team in the marketplace (Flesch 2017)
- The leader also take various decision for managing the conflict among the team members in the workplace.

REFERENCE

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THANK YOU FOR
YOUR ATTENTION