

Effective Team Working

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THE BENEFITS OF EFFECTIVE TEAM WORKING

A vast amount of employees spend more time in work than with their own family, so It's extremely important to have good relationships with your team. This benefits the team as a whole, as its common knowledge that team members who get on well will work well together, this improves mood and subsequently making them more productive and helps in creating a positive atmosphere and sense of belonging that will be noticed by the team and visitors to your company.

'Teams' today are far different from 'Teams' of the past , they are now more diverse, more digital and dynamic but their core values stay the same. The next few slides will show you the main core values of effective team working. (Haas.M and Mortensen.M, 2016)

The differences between ineffective and effective teams

INEFFECTIVE TEAMS

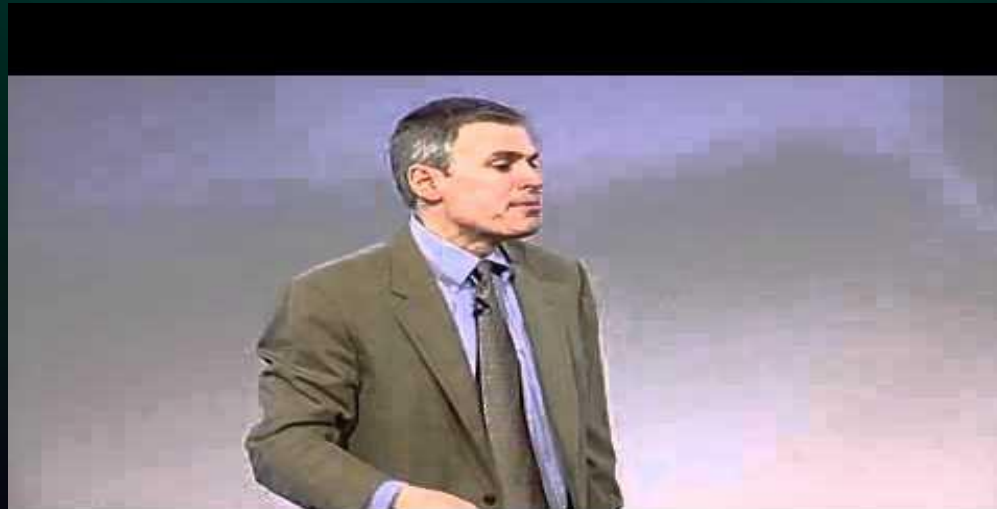
- ❖ Unfocused/no clear direction.
- ❖ Poor communication/conflict.
- ❖ Suppressing other's ideas.
- ❖ Lack of camaraderie
- ❖ You and us mentality.
- ❖ Lack of trust.

EFFECTIVE TEAMS

- ❖ Common purpose/ structure.
- ❖ Communication - open ,honest and free
- ❖ Co-operation.
- ❖ Camaraderie
- ❖ Mutual accountability.
- ❖ Trust.

Creating and maintaining trust at work

- " The best way to find out you can trust somebody is to trust them " (Ernest Hemingway)
- This may work for a small minority, but majority of people find it difficult to open up and allow themselves to be vulnerable but trust is essential, it provides a sense of safety and when your team feel safe , they are more comfortable to open up and expose said vulnerabilities.
- This short video by Parick Lencioni will discuss his views on trust in the workplace .





Why is a team better than a group

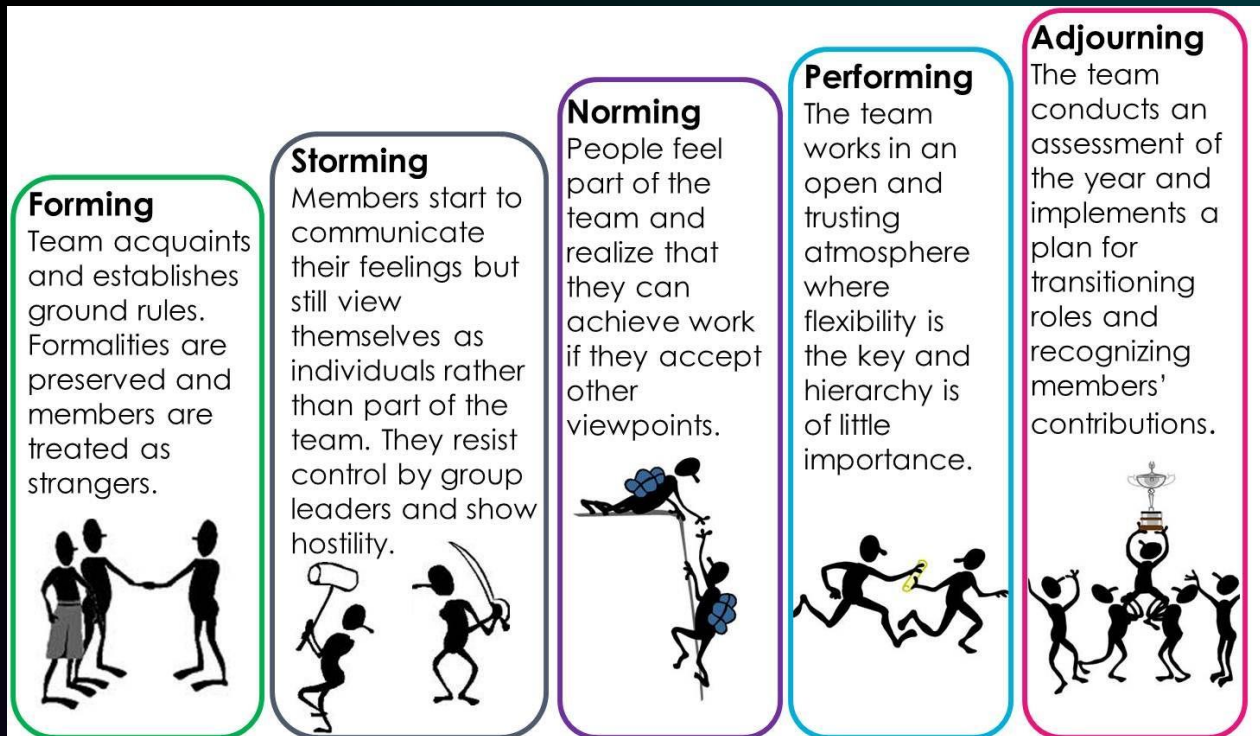
Debenhams uses an organizational theory - The Hierarchy Role

"Organizations are social arrangements for achieving controlled performance in pursuit of collective goals" (Buckanan and Huczynski 1997).

To say that organizations are social arrangements means in simpler terms, these are groups of people who interact with each other because of a shared workplace .

Debenhams employees work as groups, this structure divides itself up into distinct tasks and achieves coordination between individuals , unlike a team setting which relies heavily upon each other working together towards a common goal .

The five stages of Team success



In 1965, Bruce Tuckman proposed five stages of team development.

This model will show as the team develops and relationships get established the five stages that every team goes through.

In the second column is where conflict may arise especially when you have different personalities working together, the reason it exists is not the issue but having an effective strategy to resolve it is the biggest challenge a manager can have, giving out clear information, setting boundaries and making all parties feel listened to will teach everyone to be respectful even if having different ideas and opinions.

How best to know your team

As a new manager to a newly formed team, you will find that there will be a diverse mix of behaviors and personalities. To help define these we will use research done by Dr Meredith Belbin and her team who discovered there are nine clusters of behaviors' to becoming a successful team, however this doesn't require nine people as most people will have two to three and not all will be required at the same time .

This model will show how each Belbin Team roles has its own strengths and weaknesses and they all have equal importance.



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