

Although groups and teams can seem similar, they are two different concepts. A group is a collection of people who work individually in order to achieve a goal, whereas a team is a collection of people who work together and co-operate with each other in order to reach a common goal. Although they work slightly different, they have some similar aspects such as being formed by 2 or more people and sharing information they gather. The relationships between individuals are also different. In a team, the members have more consolidate ties and are more close to each other, whereas in a group, the dynamic is less intense. The coordination and co-operation between people help make a team more effective, whilst people who are part of a group reach their targets according to individual organisation. Another difference is that in groups there is hierarchy to differentiate between members, their positions and responsibilities. However, in a team such thing does not happen, as there is equality between all members.

Meredith Belbin has defined the different roles within a team as being the specific tendency of a person to behave, contribute and interact with others. He has identified 9 roles representing unique combinations of positive and negative behavioural aspects. For example, a team working on a project will have someone who will naturally research and find information relevant to the project, someone who can come with design ideas and someone who will help everyone stay on track.

The Thomas-Kilmann theory is a way of measure on how people behave in conflicts, using 5 different conflict styles. For example, if a person does not get on well with a team member, a way to go about it would be to either avoid that person or compromise in order to reach an armistice. As an assistant manager, one way in which I manage conflict is by listening to everyone's opinion and find a way to collaborate together, I keep assertive and make sure everyone has a chance to express their concern, without any judgement.

References:

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