

Introducing Team Working in a Company

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Introduction of Team Working

A group of people having common goals, common objectives, working together, compose a team.

A team should consist of 7 to 10 members, a bigger number of the members will lead to confusion and misunderstanding.

T.E.A.M. can be explained by Together Everyone Achieves More.

There are things that makes a team effective: a honest and open communication, clear defined roles, clear vision, common goals, encouraging different opinions, trust inside the team.

Very important, the communication have a positive or negative impact in the workplace, also the quality and quantity of communication affects the team.

Teamwork Vs Individual

Teamwork-working in a team could be very beneficial for the business and provides more possibilities for growth and success which is for everyone in the group

Individual-working on it own is very often met in the business industry a lot of people are not compatible to work in a team so they are much productive on their own

The differences- in a team or not is really important to make sure that the business is running smooth and effective either way the person needs to have specific qualifications for the position that he is taken and to make sure is successful

The benefits

It builds trust-this the most common reason why people work in a team and it builds stronger relationship between colleagues

It encourage risk taking- the risk of taking important decision about the business is much easier in a team because everyone can share their thoughts and ideas and take the decision much easier and faster

It improves communication-in team work this is very important to know how to communicate with others in order to succeed at the workplace

It teaches conflict resolution skills- when you work in a team there might be a time of conflicts and disagreements but is important to manage situations like this by talking with the others in the group and try to find solution together

It forces creativity –often team work can forces creativity of exchanging ideas and creative ways to manage a specific situation or even to run the business in a different and creative way

Advantages of working in a team

Strengths and weaknesses- team working creates situations where people can recognize their strengths and weakness in order to succeed in the business

More opportunities for growth-Possibilities is endless and there will be always chances of growing the business at any time when everyone work smarter and take the risks at the right time

Success is equal-success is for everyone in the group when the work brings profit and benefits to the employee also increases motivation and engagement to work

Creates structure-it creates structure of the business and at the workplace so everyone is aware of what responsibilities each member of the team has

Disadvantages of team work

No communication-pure communication is very common thing when it comes to team working but is really important to overcome this issue so the business can run smoothly

No team players-some members of the team may not be suitable to work in a team and they function better when they work on their own

Time wasting-unfortunately sometimes it can take a lot longer than usual for someone in the team to make a decision and this might cost a lot to their work involved and the whole team contribution into the specific project

Difficult decision making –Working in a team is not easy because there is so many people involved into the work and they all have different opinions on how things should do therefore decision making takes longer than usual

Stages of team development

- Bruce Tuckman wrote in 1965 about the team development Tuckman's Team Development has 4 stages.
- A team is a group of individuals who work together toward a common goal.
- A successful team work includes: mission, commitment, the 3 R's, process.
- Tuckman's model of team development recognizes that groups don't form spontaneously or immediately
- Taking talented individuals with good skills and turning them into a high-performance team is not easy but it is always a challenge.

Stages of team development

■ Forming Stage

The members are meeting for the first time, the team members get used themselves with the main responsibilities of their task. The topics include the project goal, member roles, basic rules, authority, The productivity very low.

■ Storming Stage

The team members are competing for positions, conflicts can occur in this stage. Storming is the most difficult stage in terms of challenges. The challenges of this stage can be: technical and interpersonal challenge individual work habits, leadership decisions, frustration, annoyance.

Stages of team development

■ Norming Stage

The team can handle the conflicts and disagreements starts to settle down. This stage it feels like the calm after a storm, the members making have as behaviour a conscious effort to face the challenges.

■ Performing Stage

Members feel confident in their individual abilities and those of their teammates, the team starts to work smoothly together the solutions are achieved, the commitment with their targets is high.

Dorming or Adjourning

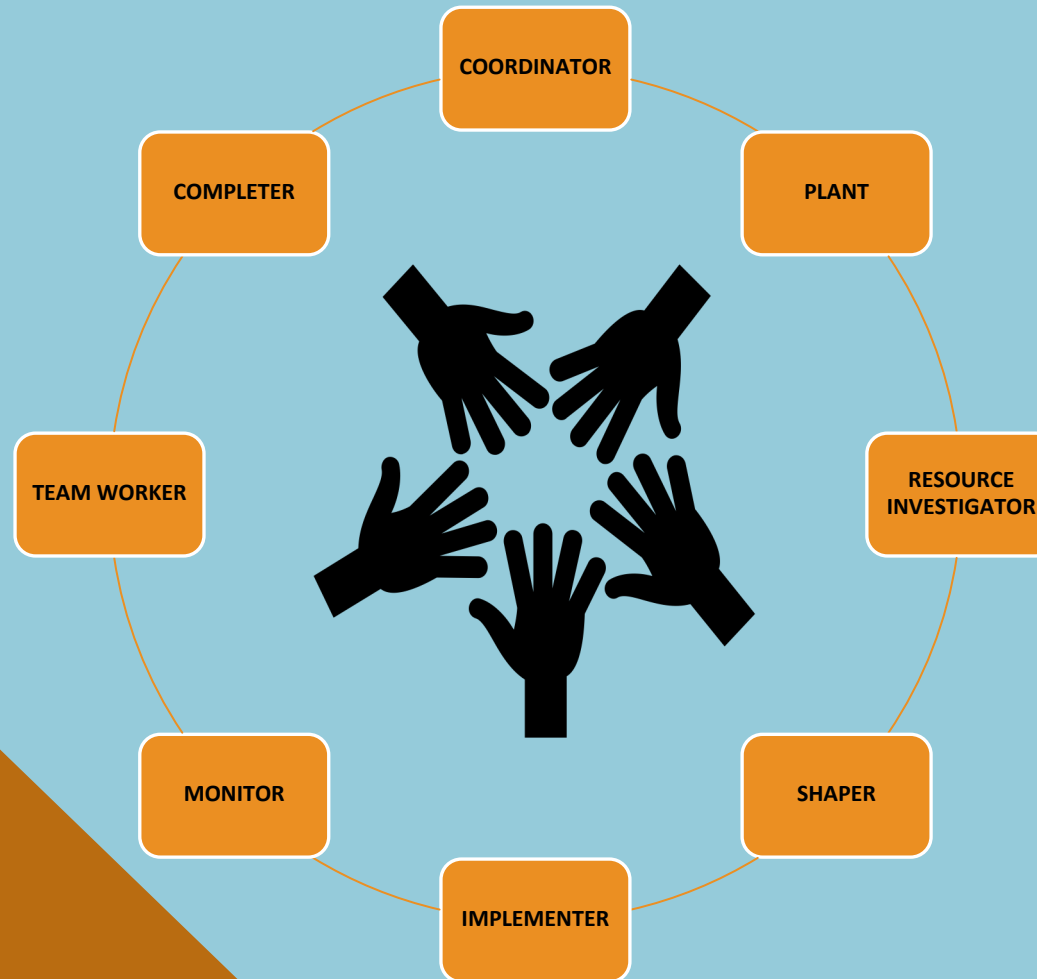
- Tuckman and Mary Ann Jensenin (1977) proposed the 5th stage called adjourning.
- In the adjourning stage, a group wraps up its work and then dissolves also many personal relationship established.
- The group achieved its goals and objectives then moves to adjourning, but permanent groups can function very long but not moving to the adjourning stage
- The group can feel the uncertainty and insecurity regarding the future.

Limitations of Tuckman's Model

- There are limitations identified by Tuckman himself :
- One of the limitations is regarding the small groups development and when they are likely to occur.
- Most of the studies were regarding the small therapeutic groups, so outside of these groups sometimes there are limitations.
- Outside of the therapy settings the storming stage is not clearly defined stage for practitioners.
- The research was based on a small number of groups settings.



BELBIN TEAM ROLES



COORDINATOR

- They handle the delegation of work where necessary and encourage people to contribute to the team effort.
- They sometimes have a tendency to delegate too much of their workload to other team members.

IMPLEMENTER

- The practical organiser, concerned with what is feasible
- They are less flexible and adaptable than other team members.

PLANT



Most imaginative and intelligent member of the team

They may need extra support and patience when it comes to handling both communication and criticism.

MONITOR



The most objective mind in the team

They carefully balanced, strategic approach to problem solving mean they can be slow in making final decision.



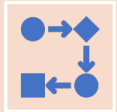
TEAM WORKER

Most likeable and popular member of the team

They may be indecisive in high-pressure situations and reluctant to make any decision.



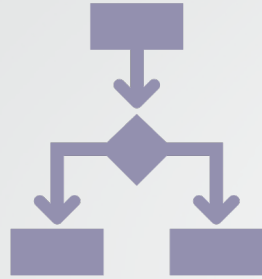
RESOURCE INVESTIGATOR



Goes outside the group and brings back information, ideas etc.



They have a tendency to be very optimistic and strongly motivated by their initial interest in a project.



SHAPER

The task leader who seeks to convert ideas into decisions and action.

They may struggle to work with less ambitious teammates.



COMPLETER/FINISHER

Check every details and compulsive in meeting deadlines.

They may find it hard to delegate any of their work to others and may be anxious and worry a lot about the team work.

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Conclusion

- Successful companies empowered their employees, creating a team oriented approach.
- These modern companies motivate their employees, integrating them in the existence of the organisation.
- This is possible because of such a highly motivated individuals working together as strong teams.
- Teamwork brings the organisation and the employees closer than ever.
- Creativity, innovation and shared vision , problem solving are components of the teamwork, and teamwork is a synonym of success.

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