

Effective teamwork and communication

Group presentation
Module code- BMSW4002
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Joscelina(2026385)-Stages of team development
Maria(2008393)-Team roles
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Benefits of team working

- ▶ The benefits of team working can make work enjoyable at the same time
- ▶ Teamwork enables the group to learn from each other
- ▶ Small groups between four to eight people are ideal, but anything larger could be difficult in communicating effectively
- ▶ Teamworking can help to build a bond and friendly workplace
- ▶ Everyone in the team need to Have clear goals so there's no confusion so performance is better

Source. Katzenbach and Smith ,(1993).

Ten benefits of teamwork

1. Best ideas don't come from one geniuses, even Albert Einstein got his ideas from conversation with friends
2. Diversity, most of innovation come from different culture and places
3. Teamwork can boost your happiness
4. You can grow individually when working in teams
5. Share workload may ease stress
6. Allocating work to the team helps skill to grow
7. Recognition of team member's work this improve productivity
8. Working together in teams can make you feel less stressed
9. excellent communication in teams can boost creativity

Source Middleton T.,(2021)

Benefits of teamworking

- ▶ Teamwork is essential in a business and workplace environment working together can facilitate creativity for the business
 - ▶ Teamwork motivates and creates a healthy workforce
 - ▶ Good teamwork can increase productivity and bring better business results
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- ▶ Source belcher, L., (2019.)



Stages of team development

- ▶ This is the process of learning together effectively is known as team development .
- ▶ The 5 stages of team development are:
- ▶ **Forming**
- ▶ **Storming**
- ▶ **Norming**
- ▶ **Performing**

The stages can be used to for a better performance of the team.

D.scully,(7aug2020)

Dr Bruce Tuckman 1965

- ▶ Dr Bruce created the popular five stages of team development.
 - ▶ He believes that the groups do not start off fully formed and functioning.
 - ▶ He created the model to help people training for group work .
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- ▶ Source Collen.C(2019)

Team roles

There are nine team roles and 3 different types:

- ▶ Shaper (task action role)
- ▶ Implementer (the action roles)
- ▶ Completer finisher (action-oriented roles)
- ▶ Coordinator (the social roles)
- ▶ Resource investigator (the social role)
- ▶ Plant (the thinking I roles)
- ▶ Monitor valuator(cerebral roles)
- ▶ Specialist (the thinking roles)
- ▶ Team worker (the social roles)

The Limitations of Belbin's Roles

- ▶ Specifically designed for teams
- ▶ Design to be used in a work setting
- ▶ Measures behaviours, not personality
- ▶ Has a cultural bias
- ▶ Belbin's theory is about recognised team roles theory and was recognized in 1981.

Managing Conflict

- ▶ Conflict means: Strong disagreements that goes on between individuals or groups from different backgrounds (Merriam-Webster,2021).
- ▶ Conflicts is not always a bad thing to happen, sometimes it can be a teachable moment

Some examples of conflicts arises:

- ▶ Economic
- ▶ Values
- ▶ Power
- ▶ Hostility

(WPX HOosting,2013) (NSW Volunteering,2020)

Thomas Kilmann Conflict Handling Modes 1976

- ▶ Thomas Kilmann's speaks about the 5 conflicts handling mode:
- ▶ Collaboration
- ▶ Competing
- ▶ Avoiding
- ▶ Accommodation

In order to manage conflict successfully, there must be mutual Respect and Understanding.

(Ian,2012)

Successful Team Development

- ▶ To establish an effective team simply depends on the personality of the team member as well as the leadership style of the team leader/member.
- ▶ A combination of solid leadership, communication, and access to good resources contribute to productive collaboration.

10 step to Successful Team Development

- ▶ Establish expectations from day one.
- ▶ Respect your team members as individuals.
- ▶ Connections within the team.
- ▶ Practice emotional intelligence
- ▶ Motivate with positivity
- ▶ Communicate with team member
- ▶ Share Ideas
- ▶ Diversify
- ▶ Find a team you trust
- ▶ Celebrate Team success

Leaderships

- ▶ The Hersey-Blanchard theory highlights how the different styles of leadership do not outweigh neither are more important than the other. (Kenton, 2020)
- ▶ The subject of 'situational leadership theory' also finds itself in two categories the two known as relationship and task behaviors.

Four leadership styles

- ▶ This four leadership styles are:
- ▶ Telling
- ▶ Selling
- ▶ Participating
- ▶ Delegating

Reference

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