

BMSK4002

Effective Team-working

And Communication

A presentation on team-working.

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Group Presentation.

Tuckman's theory

Hello everyone, I'm Ciaran Fitzgerald my ID number 1817038.

Today I will deliver a short presentation on Tuckman's theory on how its effective in a workplace.

Introduction

In 1965 Dr Bruce Tuckman published his four stages of team formation included Forming, Storming, Norming and Performing. He added a fifth stage, Adjourning, in the 1977. The Forming Storming Norming Performing theory is a stylish and useful clarification of team development and behaviour.

<https://www.businessballs.com/team-management/tuckman-forming-storming-norming-performing-model>. (Accessed date 10/11/2019)

Group dynamics.

Bruce Tuckman, recognize four stages of team development – forming, storming, norming and performing that every team experiences, also suggested that all teams go through a relatively unproductive introductory stage before becoming a self-reliant unit. The ‘team growth model’ also suggests that unless the issues of processes and feelings have been respectably addressed, it is unlikely that the team will reach the most productive final stage.

Any team that stays together over a duration of time will change and develop. Tuckman also noted that there are three issues which determine how well teams perform:

- Content
- Process
- Feelings

In short, content relates to what the team does, process relates to how the team works towards its objectives and feelings applies to how team members relate to one another.

Tuckman’s research suggests that most teams concentrate almost exclusively on content, to the detriment of process and feelings, which explains why teams which are strong on paper can under-perform.

<https://www.lfhe.ac.uk › download.cfm › docid> (Accessed date 10/11/2019)

Written by Rebecca Nestor for Aurora, (2013)

Team working & Communication.

Tuckman's Teamwork Theory

Tuckman describes working with a team of social psychologists, on behalf of the U.S. navy. The team studied small group behaviour, from several perspectives. In doing so, Tuckman reviewed 50 articles on group development and noticed that there were two features common to these small groups: the interpersonal or group structure, and the task activity. From this he identified that groups evolved into teams via four common stages.

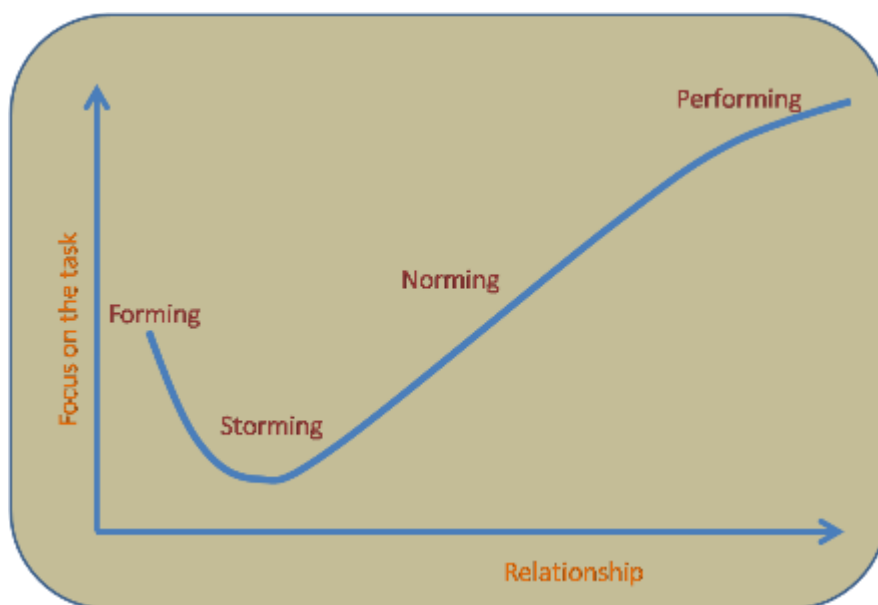
Firstly an orientation, testing phase which often led to a period characterized by a degree of conflict. This then generally resolved itself, leading to a more socially cohesive phase.

Finally, groups settled to a functional phase, during which they focused on role-relatedness. To summarize these four phases, Tuckman often quoted terms: “forming”, “storming”, “norming” and “performing”.

However, Tuckman's ideas clearly indicate that it takes time to reach the “performing” stage, and it's normal for these teams to go through ups and downs as they develop relationships. Particularly in the early period, which is perhaps why Tuckman called it the “storming” phase!

[https://the-happy-manager.com/articles/teamwork-theory.](https://the-happy-manager.com/articles/teamwork-theory)
(Accessed date 10/11/2019)

Tuckman's teamwork theory is best illustrated on a graph which shows the link between group relationships (the horizontal axis) and task focus (the vertical axis). The optimal or "performing" position is reached when relationships have developed within the group and it has started delivering with a clear focus on the task.



Conclusion

Tuckman's theory is significant in team working because it recognizes the fact that groups (task focused teams) do not start off fully developed and functioning.

In consideration, that teams grow through clearly in defined stages, from their creation as groups of individuals, to push on and building stronger relationships amongst others, also with great influence and trust will help team effectiveness, and this will definitely-improve team performance and achieve the task in mind.

Reference list.

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