

EFFECTIVE TEAM WORK AND COMMUNICATION

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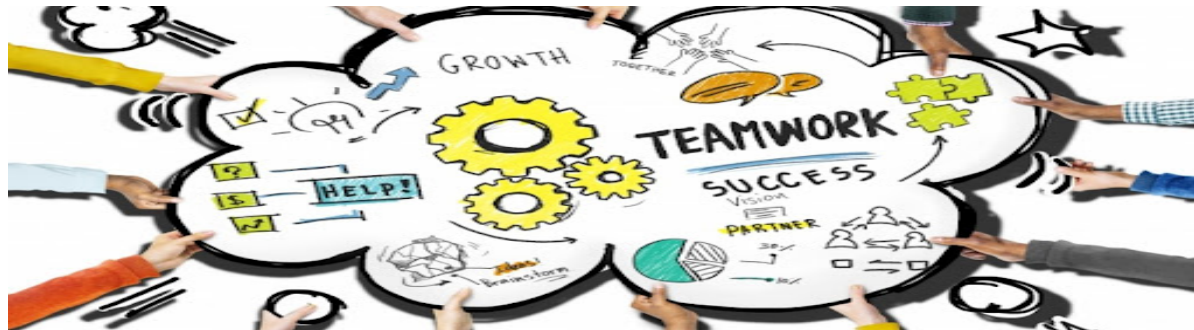
BENEFIT OF TEAM WORKING

- Groups that work together are more profitable and propelled toward company objectives.
- Profoundly locked in groups appeared a 20.99% increment in benefit.
- Groups are shaped with different expertise sets, information levels, and foundations(Soni, 2020).
- When this differing qualities comes together it can make a more noteworthy whole than the overall of person endeavors.
- Collaboration can increment participation among individuals as they learn from each other's botches.

BENEFITS OF TEAM WORKING (CONTD.)

- Team working helps an organisation to increase its productivity rate
- It also motivates the team members to focus on the organisational goals
- Team working enhances the communication with the co-workers that minimises the various types of conflicts

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BENEFITS OF TEAM WORKING (CONTD.)

- Team working helps to develop the brain-storming ideas of the employees
- This process engages the employees in an effective way that boosts the confidence of the workers
- It increases the diversity within the firm that increases the efforts of the employees

Benefits of teams:

More productive

Deliver larger projects

Bring together expertise

Build a 'community'

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BENEFITS OF TEAM WORKING (CONTD.)

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- Team working aids to solve the different problems regarding the business of a company
- Team working helps to make an effective decision regarding the business process of a firm
- Team working process builds the among the employees



EXAMPLES OF ORGANISATIONS WITH THE EXCEPTIONAL TEAM WORKING

- Dell has used the different types of technology to engage the team members in a positive way
- Team working strategy of Rio-Tinto increases the diversity within the company
- The team working process of Deloitte has increased the trust values among the employees

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STAGES OF TEAM DEVELOPMENT

- Stage 1 : Forming
- Stage 2 : Storming
- Stage 3 : Norming
- Stage 4 : Performing
- STage 5 : Termination

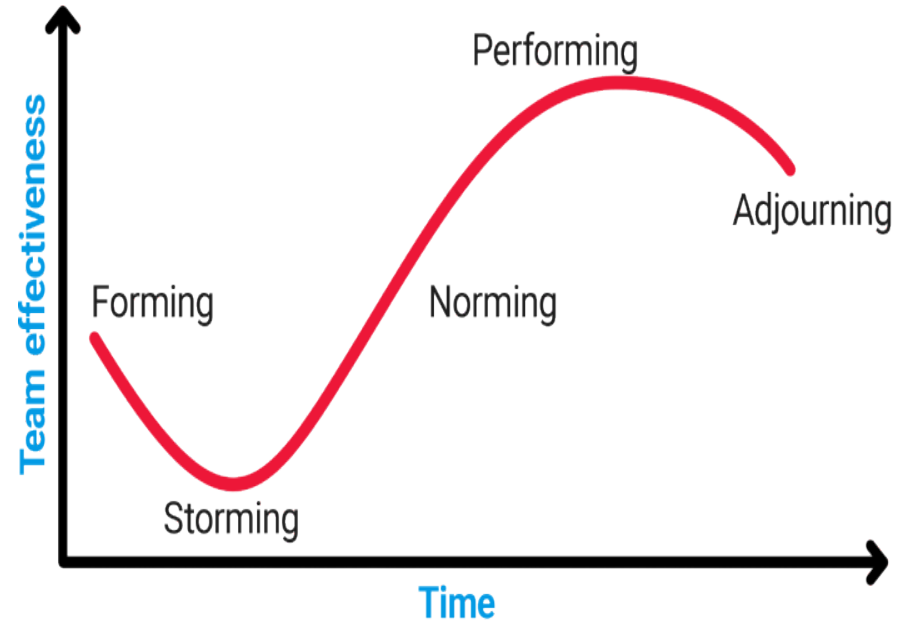
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STAGES OF TEAM DEVELOPMENT

AFUA

(FORMING)

- The forming stage helps a team to understand the purposes of the team development
- In the forming stage, the uncertainty level is high
- The team members are looking for the direction of team leader



STORMING

- The storming stage aids the team members to gain the trust of each other
- In this stage, the team members can share their ideas in an adequate way
- This stage develops strong communication among the team members



NORMING

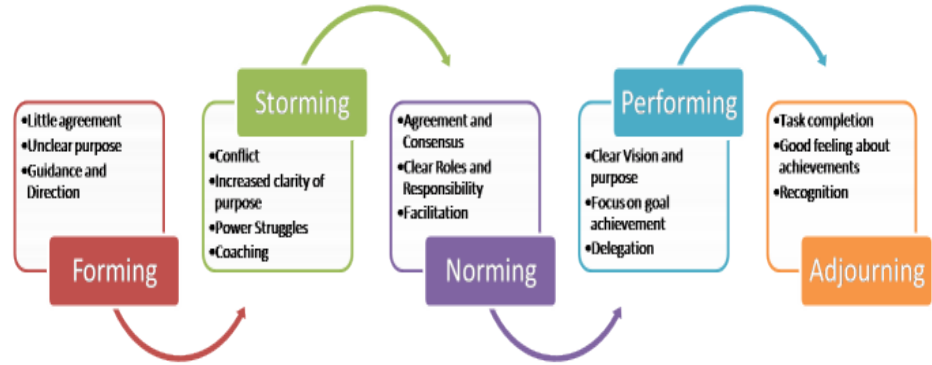
- Norming stage helps to identify the strengths of the team members
- This stage also develops the bonding among the team members
- Team members can make an effective decision to solve the different problems



PERFORMING AND TERMINATION

AFUA

- The performing stage helps to produce the great result from a business project
- In the performing stage, the friction among the team has been reduced
- In the termination stage, the team members are going in various directions.



TEAM ROLES

AFUA

- The team will often work on making a difference to decide existing workforce plans.
- The team examine potential work deficiencies as per business requests.
- The administration framework will help to limit conflict and misunderstanding among the team members.

TEAM ROLES (CONT'D...)

AFUA

- Examine deficiency in the current work can help team members to plan exercise
- An effective organization create opportunities or scopes to align team member skills to meet those deficiencies
- Administrative support is also helpful to increase team dynamics to increase team collaboration and communication



TEAM ROLES (CONT'D...)

ALIN DANIEL

- External guidelines like fixed policies made by hierarchies can be ignored
- Evaluation or developing team dynamic help leader to get a clear idea about things to expects based on team skills
- Individual role division is required while increasing team dynamics



ROLES OF THE LEADERS

ALIN DANIEL

- Leaders provide an appropriate direction to the team members
- Leaders can motivate the team members to perform their job roles
- They are able to develop a proper goal that helps to achieve the business success



ROLES OF THE MEMBERS

ALIN DANIEL

- Team members are required to execute all the tasks in an effective way.
- Team members are needed to participate in the different meetings
- They also follow the proper timetable for implementing the different tasks.



MANAGING CONFLICT

ALIN DANIEL

- To avoid any chance of conflict.
- The required stages for successful negotiation must be undertaken.
- Conflict resolution methods in the workplace are essential.
- It is because they assist to decrease employee conflict.
- Managing conflict methods in the workplace are essential because they assist to decrease employee conflict.

MANAGING CONFLICT

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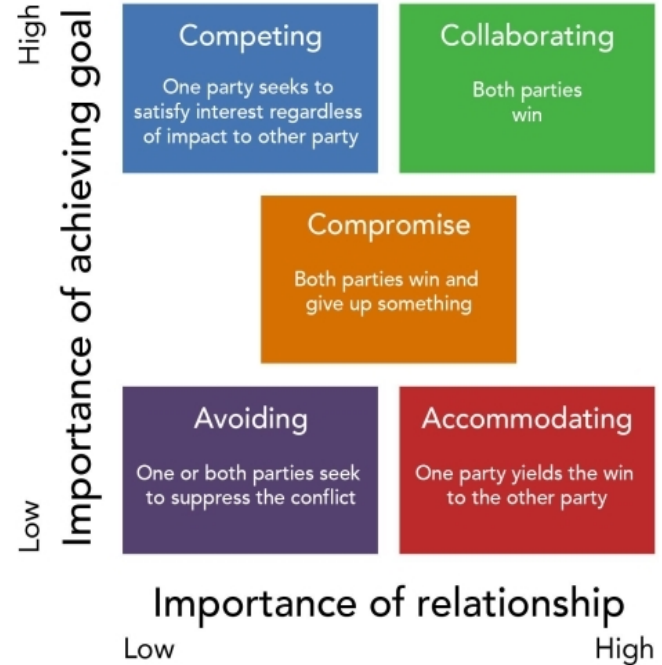
- Conflict is positive sign in work that indicate scope to speak up
- Conflict helps employees to express their problem without creating imaginary problem
- Clear understanding about root of conflict leads to the path of solution



MANAGING CONFLICT (CONT'D...)

- Ignoring conflict led to exponential increment of impact of conflict because employees then create imaginary issue by ignoring practical reality
- A leader needs to create situation to bring parties together to talk about the issue
- A leader needs to focus on clarifying the issue while understanding individual perception about the conflicts (Hr.mit.edu, 2021)

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MANAGING CONFLICT (CONT'D...)

- Five stage commonly found in organizational conflict
- Starting with latent conflict, perceived conflict, felt conflict
- Manifest Conflict, and Conflict Aftermath

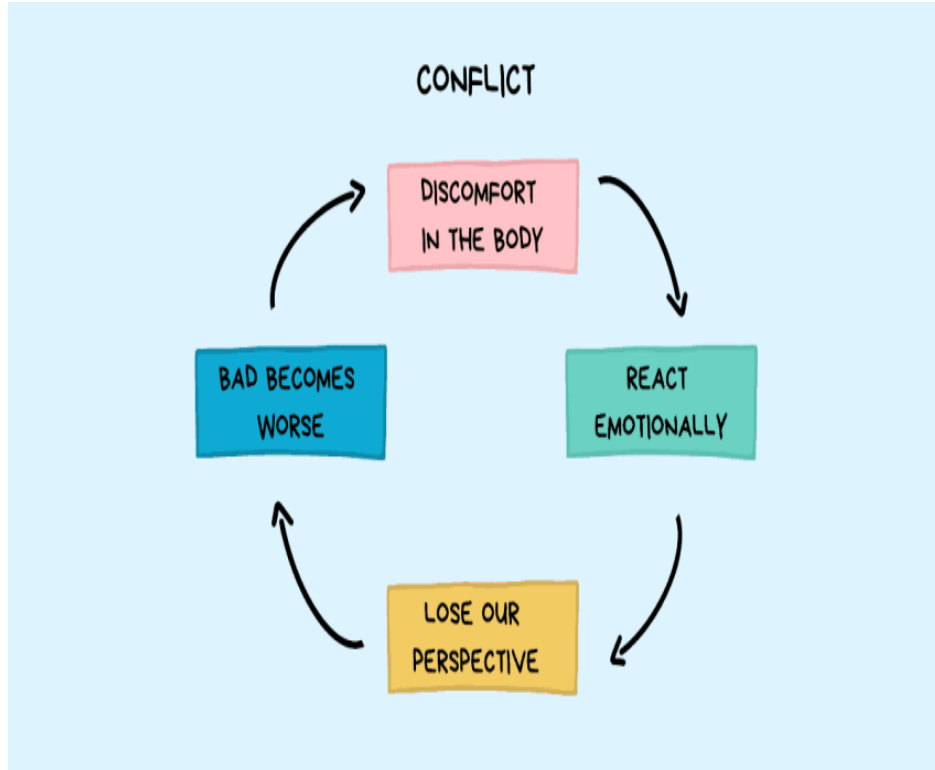
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MANAGING CONFLICT (CONT'D...)

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- Use of mediation is an innovative ways to manage work conflict
- Mediation uses an impartial person to resolve conflict and work as an external body
- It require some ground rules because involve of external factor beyond a certain level can create interpersonal communication issue



SUCCESSFUL TEAM DEVELOPMENT

- When people work in groups they must share a range of viewpoints on a subject.
- This allows user to look at an issue from a variety of perspectives.
- It will be resulting in a larger number of possible responses.
- Teamwork makes participants more receptive to other people's ideas.
- The team allows them to learn about diverse cultures.

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SUCCESSFUL TEAM DEVELOPMENT

- Focus on a common goal or specific objective that can guide team development process
- A team require a leader to set group rules and team building framework
- Team members need to understand this as collective approach by individual members



SUCCESSFUL TEAM DEVELOPMENT (CONT'D...)

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- Line and method of communication carry importance in the team development process
- Team building environments needs to give opportunity to team member to express their ideas
- A successful team develop activity needs to encourage each other to generate new skills and use it



SUCCESSFUL TEAM DEVELOPMENT (CONT'D...)

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- Leadership approach applied or selected in the team development process reflect on team outcomes
- In a team development process, leaders needs to define individual responsibility
- Use method to utilize other members skills for common goal is also an integral part of team building process



SUCCESSFUL TEAM DEVELOPMENT (CONT'D...)

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- As an effective team development tool Belbin team roles can be useful (Belbin.com, 2021)
- External factors like organizational environments, method of communication, opportunity to express concern, ideas impact team development
- Team dynamic develop through practical task execution like team task by repetitive approach



LIST OF REFERENCES

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