

Slide 1 – Notes

I will be talking about Tuckman groups and Belbin teams.

Tuckman has four stages in theory that is forming, storming, norming and performing.

- The storming process is when the members share ideas with one another
- The norming process is when each member has a clear role and responsibility.
- The performing process is used by both Tuckman groups and Belbin teams. This process is literally where they know what to do and how to obtain their goals.

Slide 2 – Notes

Belbin teams consist of nine team roles these are

1. Recourse investigator – This person uses their curious nature to find idea to bring back to the team
2. Team worker -this person helps the team to gel using their versatility to identify the work required and complete it on behalf of the team.
3. Coordinator - this person is needed to focus on the teams objectives, draw out team members and delegate work appropriately
4. Plant – this person tends to be highly creative and good at solving problems in unconventional ways.
5. Monitor evaluator – this person provides a logical eye making impartial judgements where required and weighs up the teams options in a dispassionate way
6. Specialist – this person brings in depth knowledge of a key area to the team
7. Shaper – this person provides the necessary drive to ensure that the team keeps moving and does not lose focus or momentum
8. Implementer – this person needed to plan a workable strategy and carry it out as efficiently as possible.
9. Complete finisher – this is most effectively used at the end of tasks to polish and scrutinise the work for errors subjecting it to the highest standards of quality control.

However these nine team roles are categorised into three orientatiations which are ACTION, PEOPLE & THOUGHT.

Slide 3 – Notes

When Tuckman groups were forming they would be given roles that they have strengths in but the members weaknesses were not identified.

Belbin teams find out each individuals strengths and weaknesses then the individual gets a role that best fits criteria.

As I mentioned earlier during the storming process Tuckman members share ideas with one another, this is good because everybody gets their idea across and there will be plenty of options for the leader to choose from. But, the issue with this is that there may be fallouts amongst group members and it may be a longer process to start the task as the leader may take longer to choose the best option and assign roles.

Belbin teams have specific roles assigned to each members. This is good because only PLANT(PL)/ recourse investigator will be coming up with ideas and a monitor evaluator will judge the ideas accurately. Belbin teams do not have many people coming up with ideas, this is good because it will not cause conflict within the team.

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When Tuckman members get their roles and responsibilities they are only aware of each others strengths not weaknesses therefore it is based on trust within the group to achieve the task they are assigned.

On the other hand Belbin team members know each others strengths and weaknesses, which also helps the leader know how the task is being handled and if work is being completed or not.

Furthermore at this stage Belbin teams need to find out what their competition is and what action should be taken.

Both Tuckman and Belbin groups and teams perform in a motivated way so work is produced at a higher rate and the goal is completed.

Slide 5 – Notes

My references include www.businessballs.com under the subheading of team management.

Another website I used is www.mindtools.com.

