

Effective Team working & Communication

(BMSW4002_LON)

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Benefits of Team Working

- Increase productivity
- Support each other
- Encourages innovation
- Improve collaboration

Benefits of Team Working

- Allows flexibility
- Advantages the individual career
- Promotes synergy
- Builds strong relationship

Benefits of Team Working



Image Source: <https://images.app.goo.gl/sworAu4baKBcqRAn7>

Stages of Team Development

Together
Everyone
Achieves
More



Image Source: Unknown author licensed by [CC BY](#)

← Strong → Weak

Teamwork

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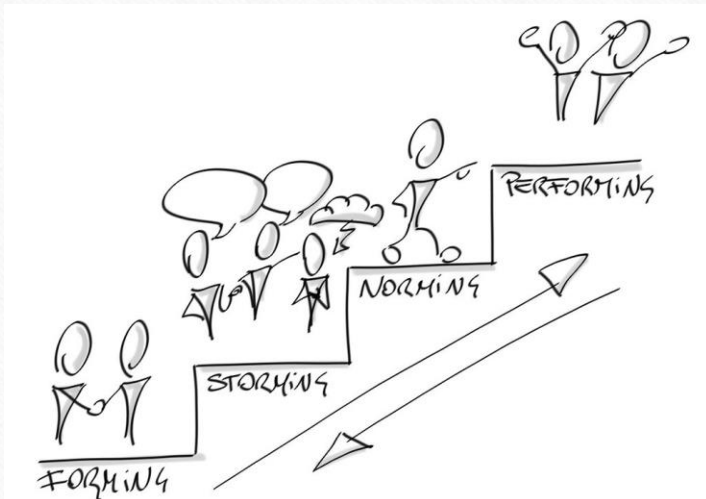


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- 1960's individual productivity 

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- 1965 Tuckman's Model

- 1970 – 1980 increased the team development

Forming

Storming

Norming

Performing



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Tuckman's Stages of Team Formation (1965)

Dorming or Adjourning

Certain Limitations

- It is unclear when a team proceeds to the next stage, Wheelan (2004)
- Does Tuckman address team responsibilities or leadership?
- Small or larger group?



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Team Roles & Situational Leadership



Image Source: [Belbin's team roles \(linkedin.com\)](https://www.linkedin.com/company/belbin/)

Belbin Team Roles 1981

- Action Oriented
- People Oriented
- Thought Oriented

Situational Leadership

By Paul Hersey and Ken Blanchard 1969

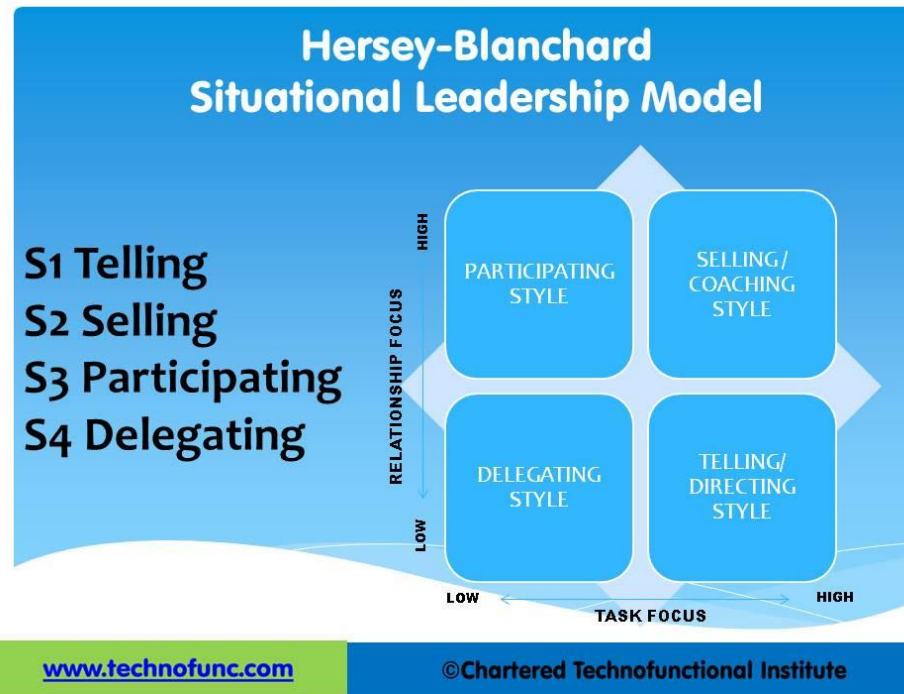


Image Source: [Hersey –Blanchard Situation Leadership Model](#)

Situational Leadership Model.

- M1
- M2
- M3
- M4



Image Source: [Embracing the Leadership Process](#)

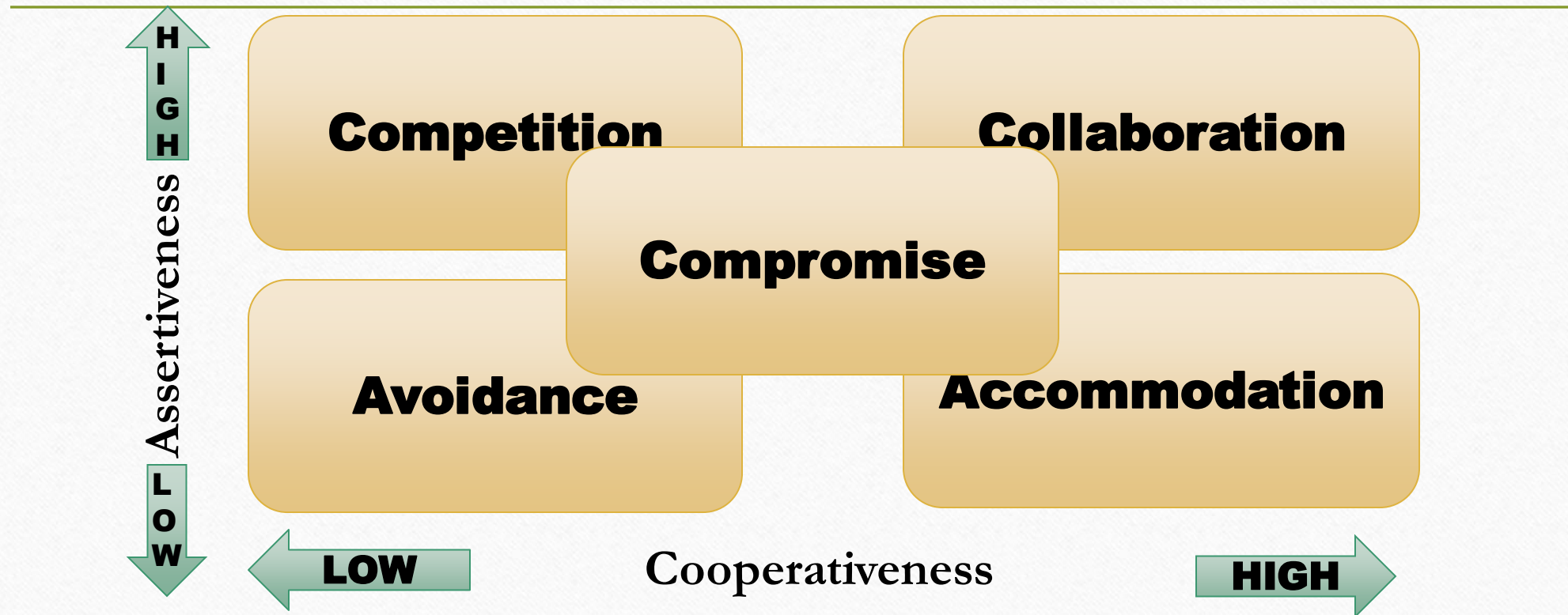
Managing Conflict

- Why Conflicts Arise?



Image source: [Conflit theory](#) | by egitimstar Medium

Thomas-Kilmann Model(1974)



Can Conflict Be Positive?

Cooperative conflict

- Effective Problem Solving
- Decision Making

Other Components

- Listening
- Acknowledgment
- Respond
- Resolution Of Differences

Successful Team Development

- Understand Responsibilities
- Cover the Belbin Roles
- Have Common Goals
- Deal With Change
- Deal With Conflict

Successful Team Development

- Socialise
- Development Trust
- Share information and Idea
- Be Proactive with Feedback
- Acknowledge and Reward

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