



[This Photo](#) by Unknown Author is licensed under [CC BY-SA-NC](#)

After School Club

Benefit of team working:

Dilyana Georgieva 2006936

Stages of team development:

Ana Cojan 2109647

Team roles:

Hafsa Latif Rajan 2110298

Managing conflict:

Aline Ricardo de Moraes 2007752

Successful team development:

Ionut Cojan 2109652

BMSW4002 Effective Teamworking and Communication

Lecture: Mr. Soban Sadiq



[This Photo](#) by Unknown Author is licensed under [CC BY-SA-NC](#)

How to build the team

DILYANA GEORGIEVA

2006936

- Give people the opportunity to do what they do best;
- Set SMART goals;
- Welcome strong leadership;
- Perform well-defined roles;
- Experiment regularly.

The importance of TEAM working

What is a teamwork?

- group of people working together;
- using different abilities;
- believe that they can achieve something together.



Why is teamwork important?

- promotes a positive workplace environment;
- more opportunities can be achieve;
- more obstacles can be overcome.

Benefits of TEAMwork

1. It advances the individual's career
2. Improves productivity and brings better business results
3. More communication



[This Photo](#) by Unknown Author is licensed under [CC BY-SA-NC](#)

Benefits of



[This Photo](#) by Unknown Author is licensed under [CC BY-SA-NC](#)

4. It provides a support network

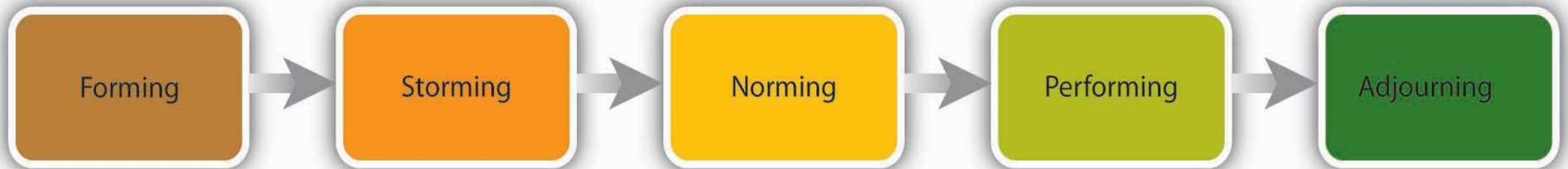
5. It encourages innovation

6. It establishes strong relationships

Stages of team development

Ana Cojan : 2109647

- Forming
- Storming
- Norming
- Performing
- Adjourning



Forming: The key role is played by the team leader

- Building the team
- The members must learn new roles and rules



[This Photo](#) by Unknown Author is licensed under [CC BY-NC-ND](#)

- **Storming:** In case of storming, it can be understood that it is the next stage and it starts with the core processes of organizing and processing “surface interpersonal conflicts”.
- Team members are tense
- There is a decrease in moral principles and motivation



[This Photo](#) by Unknown Author is licensed under [CC BY-NC-ND](#)

- **Norming:** team members play a very creative role in this stage and they collaborate with each other for completing one single task (Super, 2020).
- Members start to feel part of a team, each member will make huge effort to achieve group harmony



[This Photo](#) by Unknown Author is licensed under [CC BY-SA-NC](#)

- **Performing:** the interdependence within the members of the team can be observed.
- It is one of the bonding stages of the team development.
- It is much flexible for the professionals and hereby it adapts to meet the need of other team members



[This Photo](#) by Unknown Author is licensed under [CC BY-SA-NC](#)

- **Adjourning:** It also needs to emphasis or focus on wrapping up the final tasks for documenting the efforts and outcomes due to diminishing the workload
- The company, needs to associate the team at the time of finishing the project and also expect that the project manager must allow the team members to celebrate the scheduled time for completion of the successful project.



Team Roles

"A good team leader treats members of a team like actors on a stage. There need to be exits and entrances. Not everyone is required to be on the stage at the same time."

Meredith Belbin



Hafsa Latif Radjan
ID:2110298

[This Photo](#) by Unknown Author is licensed under [CC BY-SA-NC](#)



SOCIAL ROLES

- Resource Investigator
- Team worker
- Co-ordinator

THINKING ROLES

- Plant
- Monitor Evaluator
- Specialist

ACTION OR TASK ROLES

- Shaper
- Implementer
- Completer Finisher



PLANT (PL)

STRENGTHS

- Creative, imaginative, solves difficult problems.

WEAKNESSES

- Poor in communication and in managing ordinary people.

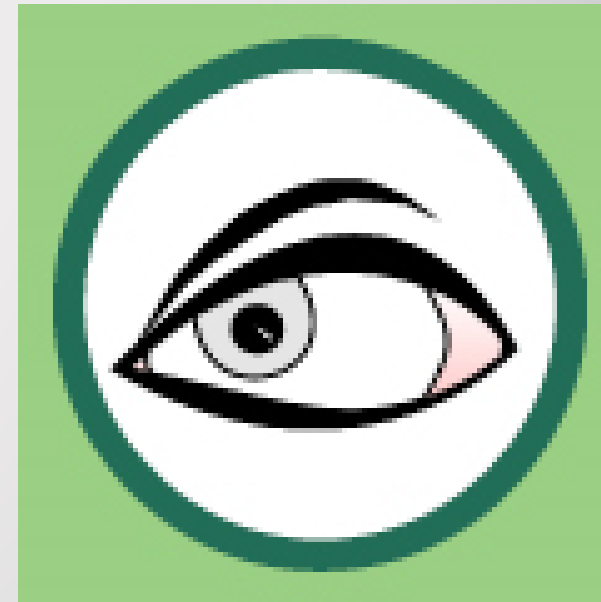
MONITOR / EVALUATOR (ME)

STRENGTHS

- Sober, calculated, and astute. Considers all possibilities. Judges.

WEAKNESSES

- Lacks motivation and the capacity to motivate others.





COORDINATOR (CO)

STRENGTHS

- Mature, self-assured, and trustworthy. A capable chairperson. Goals are clarified, and decision-making is facilitated.

WEAKNESSES

- Not necessarily the most intelligent or clever member of the team.

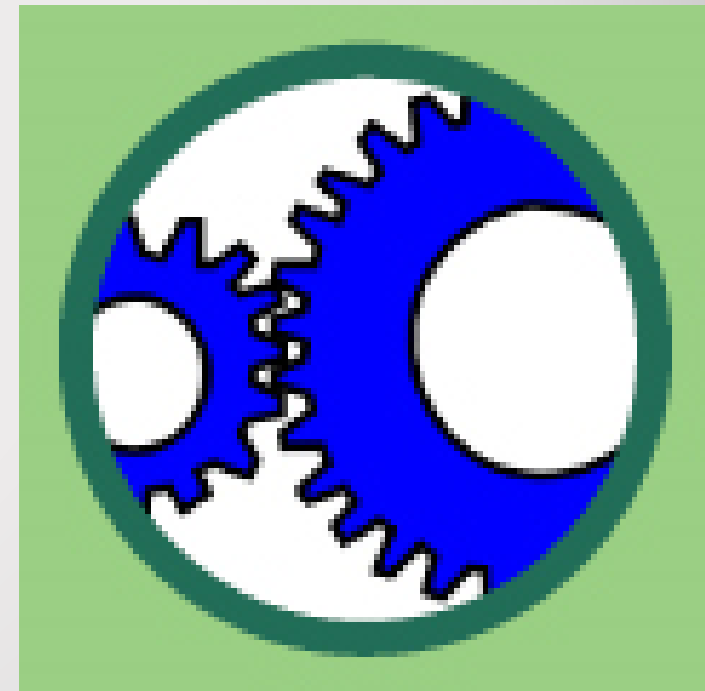
IMPLEMENTER (IMP)

STRENGTHS

- Focused and disciplined. Simply turn ideas into goals and plans.

WEAKNESSES

- Somehow inflexible. Slow to respond to new possibilities.



RESOURCE INVESTIGATOR (RI)

STRENGTHS

- Extrovert, enthusiastic, communicative.

WEAKNESSES

- Loses interest once initial enthusiasm has passed.



TEAM WORKER (TW)

STRENGTHS

- Social, perceptive and accommodating.
Listens, builds, averts friction.

WEAKNESSES

- Indecisive in crunch situations.





SHAPER (SH)

STRENGTHS

- Dynamic, outgoing and highly strung.
Challenges, finds ways around obstacles.

WEAKNESSES

- Prone to provocation and short-lived bursts of temper.

SPECIALIST (SP)

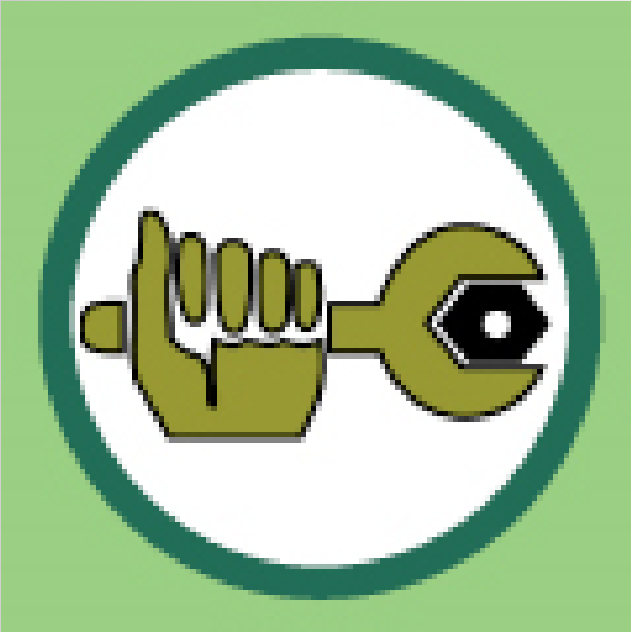
STRENGTHS

- Dedicated and self minded.

WEAKNESSES

- Only makes a small contribution.





COMPLETER / FINISHER (CF)

STRENGTHS

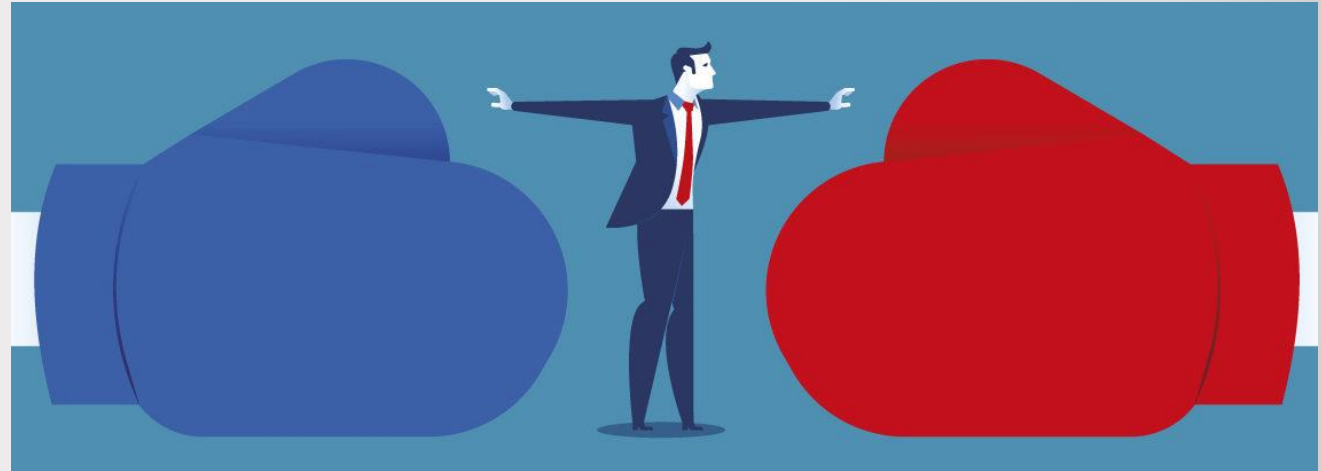
- Searches out errors and omissions. Delivers on time.

WEAKNESSES

- Inclined to worry unduly. Reluctant to delegate.

Managing Conflict

ALINE RICARDO DE MORAES
ID 2007752



[This Photo](#) by Unknown Author is licensed under [CC BY](#)



How can conflict be managed?

Competition

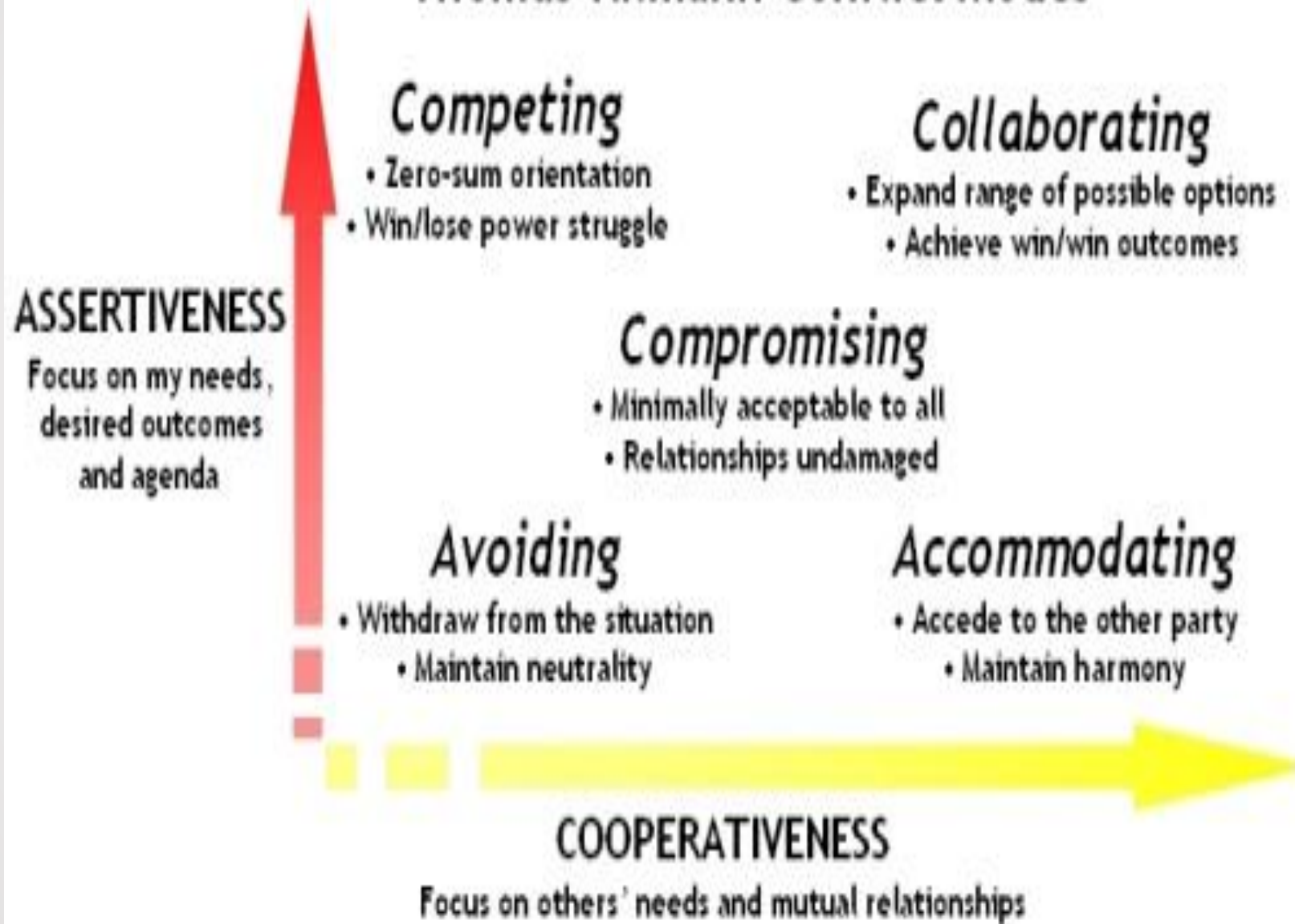
Collaboration

Compromise

Avoidance

Accommodation

Thomas-Kilmann Conflict Modes



Avoiding

Ignore or refuse to admit that a dispute exists.

I lose, you lose.

Accommodating

I do anything you ask in order to meet your needs or desires.

I lose, you win

Competing

Either you or I will win, but neither of us will win.

This is a form of fighting or arguing.



Compromising

To solve the situation, you and I both give up a portion of what we desired or needed.

I win some- you win some



Collaborating

You and I collaborate to discover a solution to the problem that we both agree on.

I win - you win, because we were willing to work together.



Managing Conflict

- 1. Conflict is something to be aware of.**
- 2. Deal with dispute in a thoughtful and sensible way.**
- 3. Conduct a thorough investigation into the circumstances.**
- 4. Choose a conflict resolution strategy.**
- 5. Identify possibilities and agree on a path forward**
- 6. Allow everyone to have a say**
- 7. Put what has been agreed upon into action**



Successful team development

Ionut Cojan: 2109652



[This Photo](#) by Unknown Author is licensed under [CC BY-SA](#)

- A successful and effective team refers to a group of individuals that collaboratively work to achieve goals easily and promptly.
- Building an effective and successful team is not only about identifying a group of individuals with the proper combination of professional skills and expertise.
- It is about developing a strong and clear sense of teamwork.



(Bryant, nd)

- **Regular experiment:** Team leaders should provide opportunities to each team member for experimenting with new ideas and concepts.
- **Promoting diversity:** To establish a successful team, it is very significant to encourage and promote diversity within the team.



(Bryant, nd)

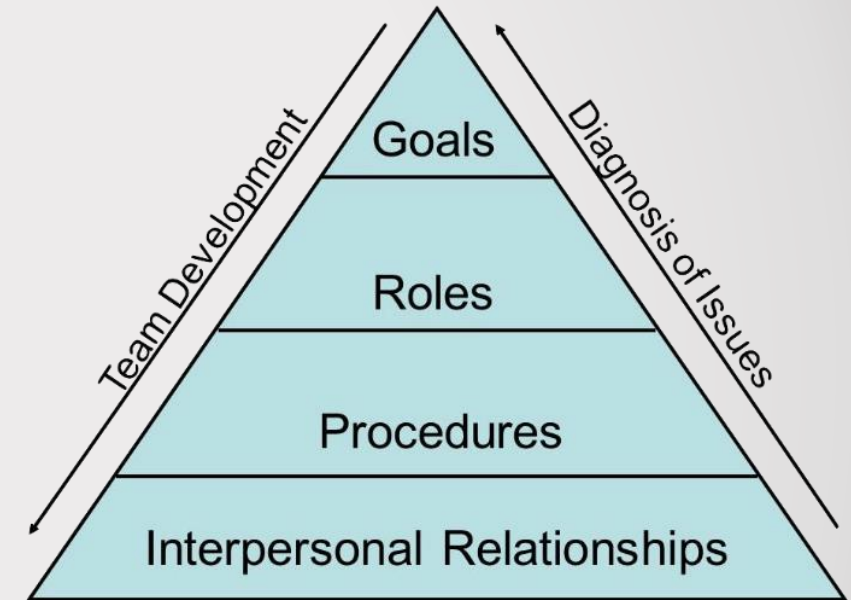


(Bryant, nd)

- **Sharing common culture:**
Team leader needs to develop a common culture for all the team members.
- **Effective communication:**
Communication plays a vital role in forming an effective team and teamwork.

GRPI model involves four different aspects which are important for successful team development.

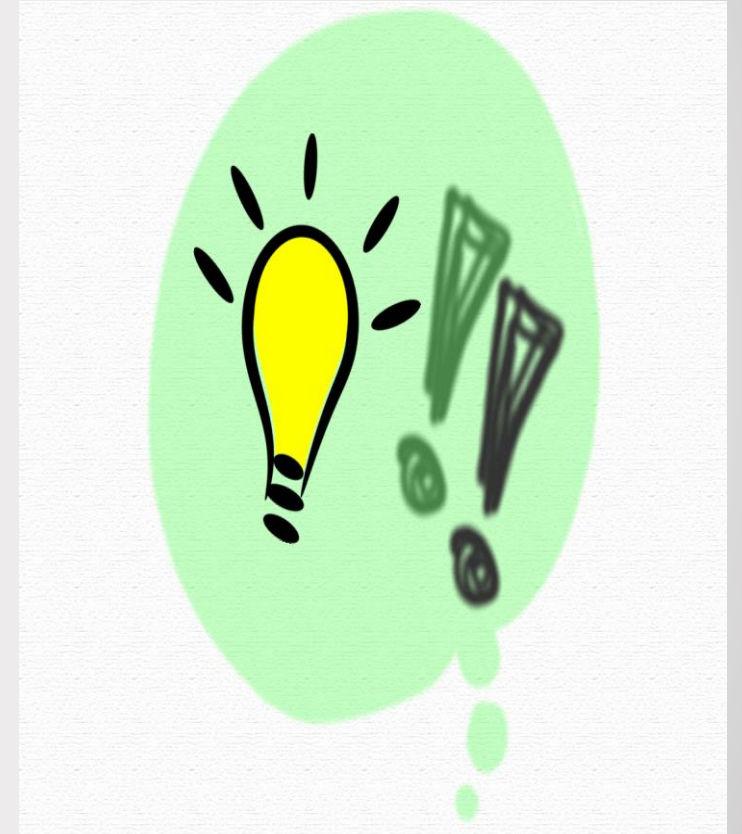
- Goals
- Roles
- Processes
- Interpersonal relationships



(Tartell, 2016)

Conclusions

- Teamwork is the most important key for an organisation to achieve great results.
- A good management of a team will provide an increased employee satisfaction.
- For teams to work together, they must trust each other.
- Communication is one of the important steps for a team to progress.



[This Photo](#) by Unknown Author is licensed under [CC BY-SA-NC](#)

References

Belbin Team Roles | Belbin

Belbin, M. (1981). Management Teams. London; Heinemann. ISBN 978-0-470-27172-8.

Bryant, A., (nd). How to Build a Successful Team. [Online]

Available at: <https://www.nytimes.com/guides/business/manage-a-successful-team>

[Accessed 2022].

Bing pictures 2022 Available at: <<http://play.learnandgrowtogether.com/clip-art> - Bing images>

Bing pictures 2022 available at: <<http://theimportanceofteamwork.com>>

Bing pictures 2022 available at: <<http://greatteamwork.com> - Bing images>

Bing pictures 2022 available at:<<http://managingconflict.com> - Bing images>

Kilian, L., 2021. Virtual Team Management: Using the Early Stages of Team Development to Increase Rapports Amongst Members in Order to Achieve Peak Levels of Performance (Doctoral dissertation).

Managers.org.uk. 2014. [online] Available at: <<https://www.managers.org.uk/~media/Files/Checklists/CHK-046-Handling-conflict-situations.pdf>>

Lacerenza, C.N., Marlow, S.L., Tannenbaum, S.I. and Salas, E., (2018). Team development interventions: Evidence-based approaches for improving teamwork. *American psychologist*, 73(4), p.517.

Leitch, C., 2022. 10 Powerful Benefits of Teamwork in the Workplace. [online] Careeraddict.com. Available at: <<https://www.careeraddict.com/5-benefits-of-teamwork-in-the-workplace>> [Accessed 29 April 2022].

Super, J.F., 2020. Building innovative teams: Leadership strategies across the various stages of team development. *Business Horizons*, 63(4), pp.553-563.

Tang, K. N. (2019). Team Development. In *Leadership and Change Management* (pp. 37-46). Available at. https://link.springer.com/chapter/10.1007/978-981-13-8902-3_4

Tartell, R., (2016). Understand Teams by Using the GRPI Model. [Online] Available at: <https://trainingmag.com/understand-teams-by-using-the-grpi-model/> [Accessed 2022].

The Nine Belbin Team Roles.2020 [online] Available at: <<https://www.belbin.com/about/belbin-team-roles>> [Accessed 29 April 2022].

Thomas, K. and Kilmann, R., 2007. Thomas-Kilmann conflict mode instrument. Mountain View, Calif.: CPP. Options Unlimited (1990).

Weiss, D. H. (1997). Four steps for managing team storms. *Getting ResultsYFor the hands-on Manager*, 42 (7), 7.

Thank
You

So
Much!

