



EFFECTIVE TEAMWORK AND COMMUNICATION ASSESSMENT 2

Group 5 presentation

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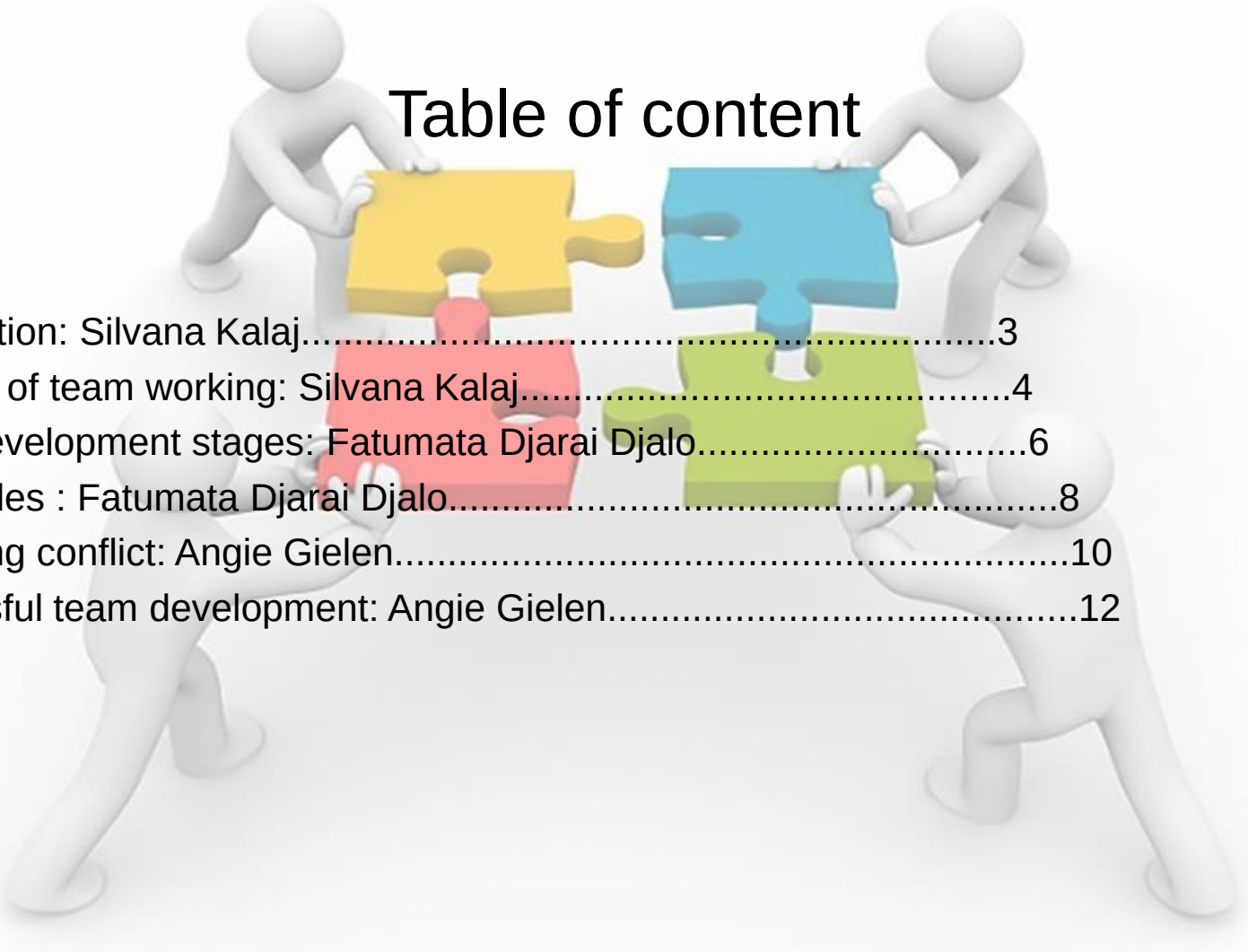


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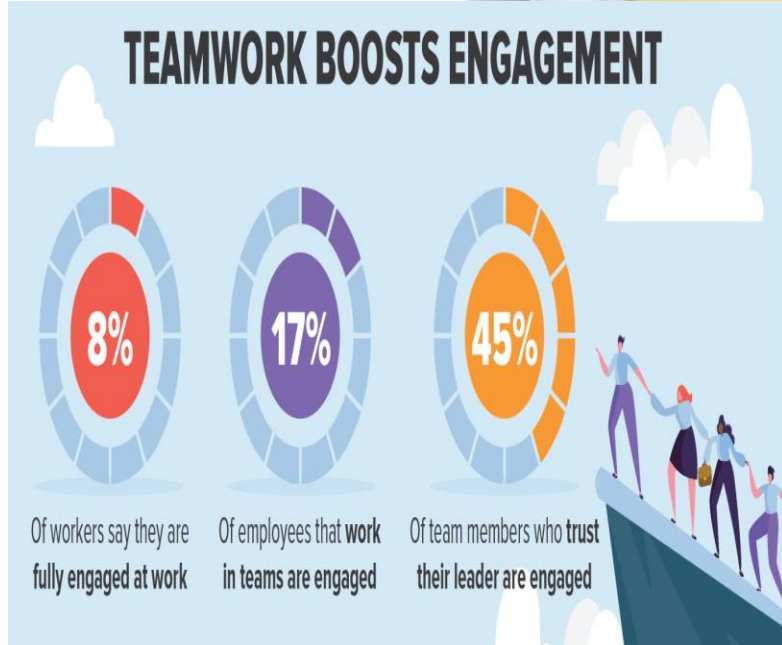
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Introduction

- The central topic around which the study revolves is the importance of teamwork in an organisation.
- It is crucial to promote teamwork in an organisation to attain organisational goals effectively.
- There are various advantages of collaborative teamwork which are discussed in this study.



Team working benefits



- Working collaboratively in a team has several benefits and assists to enhance the quality of work of an organisation.
- There are majorly six advantages of team working. These are discussed below:
- ***Fosters learning and creativity:*** One of the major advantages of people working together in a team is that it helps in maximising creativity (Khan and Mashikhi, 2017).

Team working benefits

- ***Builds trust:*** Working in a team helps in building trust and instilling faith in one another.
- ***Motivates to take healthy risks:*** While working in a group employee need to rely on each other, this assists in building trust and establishing effective relationships among the workforce (Lacerenza *et al.* 2018).
- ***Teaches skills of conflict resolution:*** Even though conflicts surface occasionally, an efficient team enjoys functioning together and shares an impregnable bond.
- ***Promotion of wider ownership sense:*** Trusting coworkers establishes a foundation of a relationship which is able to handle minor conflicts.





Fatumata Djarai Djalo

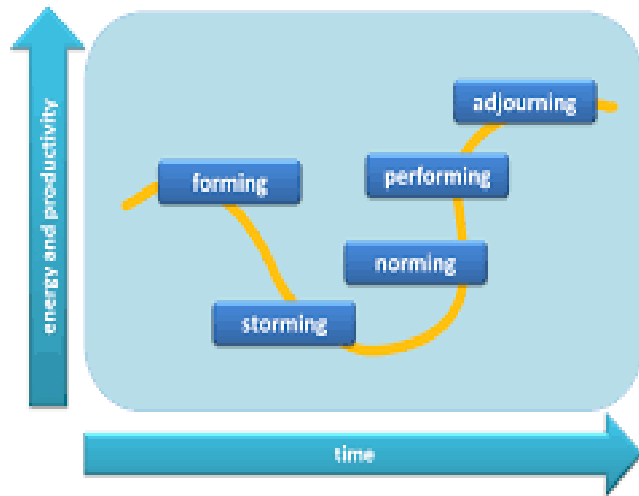
- Team development stages
- Team roles

Team development stages

In order to improve the efficiency of companies, researcher Bruce Waysne Tuckman published in 1965 the 4 stages of team development that show the steps that must be followed in building a solid and productive team. these steps were added plus one that made it the fifth by Tuckman and Ph.D. student Ann Jensen(scully,2020).



Team development stages



- **Forming**

Is the initial phase where presentations are made and responsibilities are assigned.

- **Storming**

Is the stage of discussion of ideas for the project to start.

- **Norming**

At this stage the project is already underway and they already work well together in terms of sharing ideas and the goals are aligned

- **Performing**

The team is already more consistent where conflicts are overcome and does not need as much interference from the leader

- **Adjourning**

The phase in which the project is completed and the balance of the entire process is done

Team roles



Researcher R. Meredith developed 9 team roles through a study done at Henley Management College. which I think will help identify the potential of team members, giving them guidance on the skills that the team need to effectively achieve goals. Team roles are divided into 3 groups that are action oriented role, people-oriented role, thought-oriented role(Merchant,2019).

Team roles

Action-oriented role: shaper

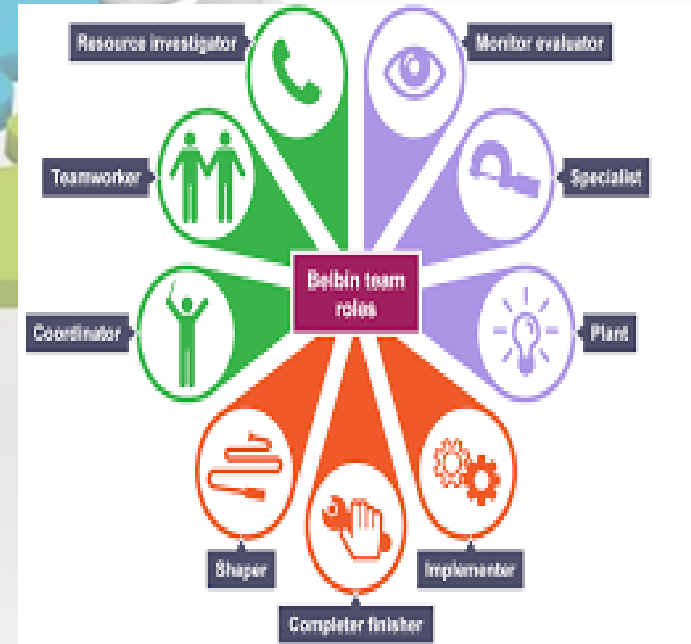
Dynamic, positive and communicative people who are always ready to face challenges

Implementor

Practical, efficient and organized people

completer/Finisher

Details people



Team roles

People-oriented role:

- **coordinator**
They are mature people, good listeners and good at delegating.
- **Team worker**
People with the ability to keep the team together and cohesive
- **Resource investigator**
Outgoing, enthusiastic people with networking skills as well as good negotiators.

Thought-oriented role:

- **Monitor-evaluator people**
With a critical and analytical sense about situations before making decisions
- **specialist people**
Specialized in a specific area who contribute more to the area of expertise and are indispensable.
- **Plants**
Innovative, introverted and uncommunicative people



Angie Gielen

- Managing Conflict
- Successful Team Development

Managing conflict

Types of team conflict

There are several well researched types of conflict that emerge at work.
Being aware of the true roots and causes of conflict is the first step to successfully managing and resolving it.



Task conflict

Conflict around a particular task, the content of decisions made in a team, and differing ideas and views on how to approach and interpret a task.



Relationship conflict

Conflict around relationships with other team members involving different attitude, preferences, personal styles. Destructive, often underpins task conflict.



Process conflict

Conflict around the delegation and logistics of task accomplishment, as well as responsibility and strategy. Linked to task and relationship conflict.



Status conflict

Conflict embedded in an organization around who is (trying to be) on top of the social hierarchy, leading to power struggle over decision-making and resources.



Organizational conflict

Conflict emerging from organizational structure as a whole, often tied to lack of communication, absence of shared visions, and different values.

- Working in a team has a high possibility of arising conflict at regular intervals.
- This is natural as people with different views, ideas, creativity, and perspective come together to attain organisational goals (O'Neill, and McLarnon, 2018).
- Managing these conflicts efficiently is a crucial aspect of the success of teamwork.

Managing conflict

- Conflict resolution is a crucial process which can make or break the team's success.
- Therefore in order to efficiently manage the arising conflicts, there are few essential skills which individuals must possess.
- **Communication skill** is the most important skill which is required to successfully manage conflict and overcome it (McKibben, 2017).

Managing team conflict sustainably

Team conflict is incredibly complex to tackle sustainably. It requires a truly holistic approach. Good and sustainable interventions rest on solid organizational and inter-personal foundations.

Focusing on the issue, resolving it, moving on

1 Two common approaches to conflict management

2 Focusing on the causes, examining the broader picture, looking ahead

Integrating issues, being obliging, dominating, Avoiding the issue, compromising.



Structural interventions:
new team composition, new hierarchies, specified objectives, reallocated resources.



Identifying underlying causes, talking openly, listening, open-mindedness, creating benefits for every member, mutual goals.

Structural interventions:
mediation, moderation, supervision, team development.

Approach 2 is more holistic and sustainable. However, it requires a cohesive team to work.

Cohesive teams can solve conflicts organically in a way that benefits all team members and prevents further conflict. In case conflict does arise, cohesive teams can even benefit from it.

When conflict arises, making the issue go away quickly will only help temporarily.

Focusing on nurturing team cohesion can bring long-term benefits for team members and the organization as a whole.

Successful development of team

TEAM BUILDING



- The successful development of a team is crucial for the successful attainment of organisational goals.
- There are several aspects which should be kept in mind while developing a team to make it a success.
- It is important for the team members to possess a **goal oriented-mindset** (Richardson, and Bledsoe, 2020).

Successful development of team

- Other characteristics required for successful team development are being ***up for learning, diverse experiences, and perspectives*** of teammates from different backgrounds (Hunt *et al.* 2018).
- Having a shared culture like missions and vision is important to make the team effective.



Conclusion

- The given study mainly focuses on the importance of teamwork and its various aspects.
- Various related theories and approaches are discussed thoroughly to better understand the significance of teamwork in enhancing the productivity of an organisation.
- Furthermore, the study gives a detailed account of the advantages of teamwork.



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Thank You

ANY QUESTIONS?