

Effective
Teamwork and
Communication
Assessment 2
(Group
Presentation)



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Introduction

Teamwork is an important aspect of the business organisation even if it is small or large. Each business organisation is operated by employees or human resources, and they work to get the goals and aims of the business (Amabile & Kramer, 2011). If the employees don't work together then attaining organisational objectives will be hard. Hence, employees must receive an organisation that offers and deliver a collaborative working environment where the employees can work in a team or group to outshine the competitors. this presentation will highlight roles and the importance of teamwork along with theories that can be applied at IKEA.



What is teamwork?



Collaborative effort



Employees work together



Complete tasks in an effective way (Arias-Baez & Carrillo-Ramos, 2012)



Common goal

Team working and employee engagement at IKEA



Application of non-hierarchical leadership structure

Egalitarian decision-making approach (Bridger, 2022)

Employees meet outside of work once a week



About IKEA



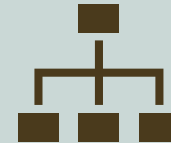
Teamworking facilities at IKEA



Simplistic and informal



Testing for teamwork



Fitting organisational
culture (Dessler, 2020)

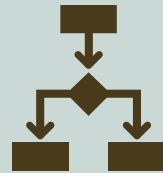


Diverse and acceptance
of difference

Importance of teamworking at IKEA



Motivates unity in the workplace



Offers differing perspectives and feedback (Hermann, 2016)



Provides improved efficiency and productivity



Ensures workplace synergy

Characteristics of team workers

Communication

Individual talent

Belongingness

Clear view
(Munsch &
Martchenko, 2020)

Achievable goals

Feedbacks

Positive attitudes

Roles of team members



Participating in meeting

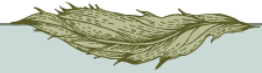
Voicing concerns and suggestions (Munsch & Martchenko, 2020)

Coordinating decisions

Utilising scarce resources

Implements decisions

Benefits of teamworking



Better problem
solving

Increased potential
for innovation
(Wehbe, 2021)

Satisfied team
members

Enhanced personal
growth

Less burnout

Disadvantages of team working



Not everyone
is pulled in the
same direction

Long meetings

Easy to raise
conflict

Seeking
personal glory
(Wehbe, 2021)

Group dynamics theory at IKEA



Several individuals come together to accomplish an organisational task or goal.

Referred to as attitudinal and behavioural characteristics of a group

Concentrates on how a team is formed and what its structure will be (Garvey, 2017)

Tuckman's theory of team development at IKEA



FORMING



STORMING



NORMING
(BRIDGER, 2022)



PERFORMING



ADJOURNING



5C's of teamwork application in IKEA



Communication,



Camaraderie



Commitment



Confidence



Coachability (Villanti & Hogarty, 2022)



Communication model used at IKEA for team development

Print and media advertising





Dark side of conflict in business organisations

- Employees don't feel like work
- Customers receive bad service from the employees
- Internal conflict destroys the company's reputation (Dudovskiy, 2019)
- Disputes impact the bottom line

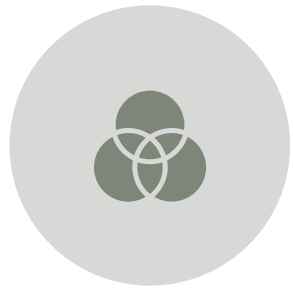
How to manage conflict



Communicate



Listen



Review options (Lominé
et al., 2022)



End with a win-win
solution



How to build a successful team

Establishment of team expectations

Teaching to respect team members as individuals

Deepening connection with the team (Hermann, 2016)

Enabling the practice of emotional intelligence

Motivating the team members

Diversification

Communicate and look for rewarding good work



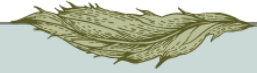


Conclusion



Any business organisation can achieve success and become one of the most desired employers in the labour market if it successfully builds a collaborative team environment in the workplace. To create a successful team, the organisation needs to build trust and respect among the employees, manage conflict, treat employees rationally and fairly, and provide rewards for their good work.

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