

EFFECTIVE TEAM WORK PRESENTATION

Topics

Benefits of team working

Stages of team development (Tuckman)

Team roles and Leadership Roles

Managing Conflicts (Thomas and Kilmann)

Successful Team Development

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BENEFITS OF TEAM WORKING



(Sandler, 2020)

What is teamwork?

TEAM

TOGETHER EVERYONE ACHIEVES MORE

Source: Created by Author

Group and team? What is the difference?

TEAM WORK

Collective action

Individual and shared

Complementing



GOAL

RESPONSIBILITY

SKILLS



GROUP WORK

Sharing information

Individual

Random and mixed

Source: Created by Author

Teamwork? Where can we come across in our lives?



(Sandler, 2020)

Benefits of teamwork

The typical implementation of projects in a group often brings much better results than performing tasks independently.



(Sandler, 2020)



Bruce Tuckman's
Model of Team development

(1965)
&
(1977)

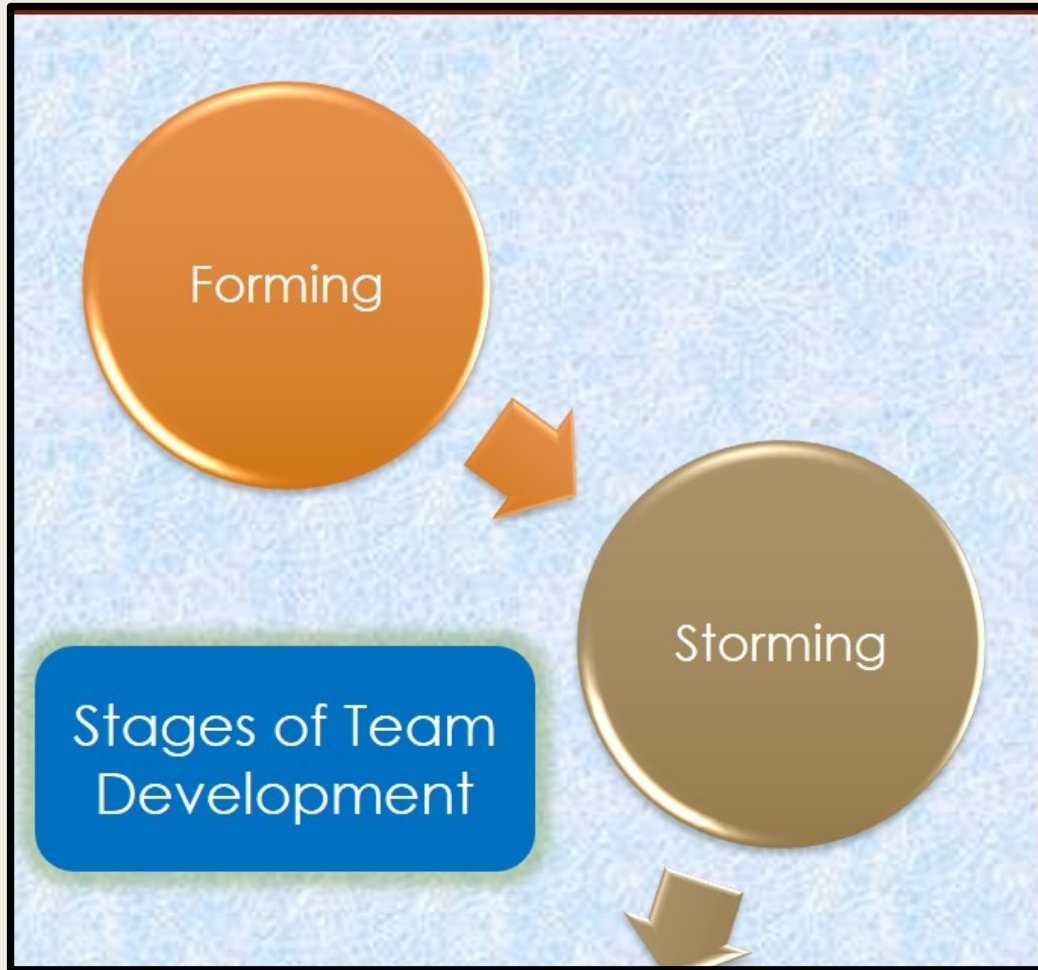
Source – <https://www.slideshare.net/AhmadHassan244/team-development-stages-of-team-development-tuckmans-team-development-model>

Bruce Tuckman's Model of Team development

Forming stage



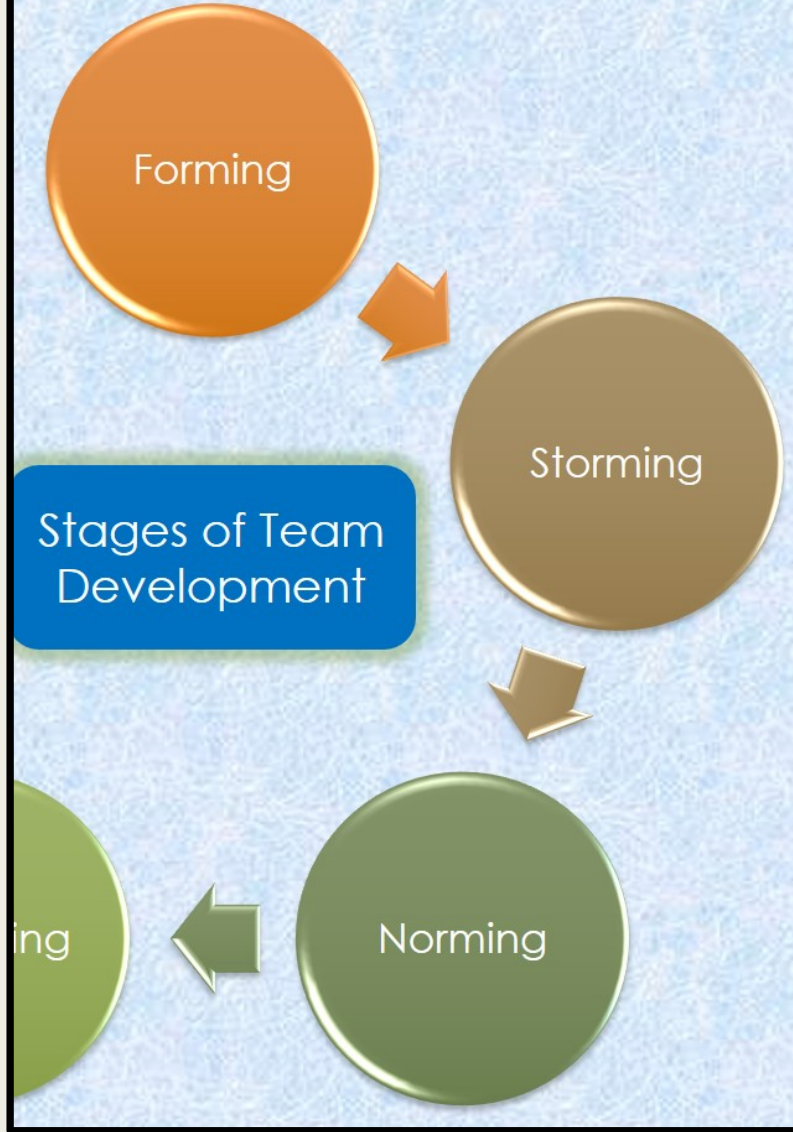
- Leadership focus
- Direct the team
- Establish clear objectives for team and individuals



Forming stage

Storming stage

- Encourage and build trust and good relationships between team members
- Resolve conflicts quickly and provide support to insecure members
- Remain positive and firm if challenged

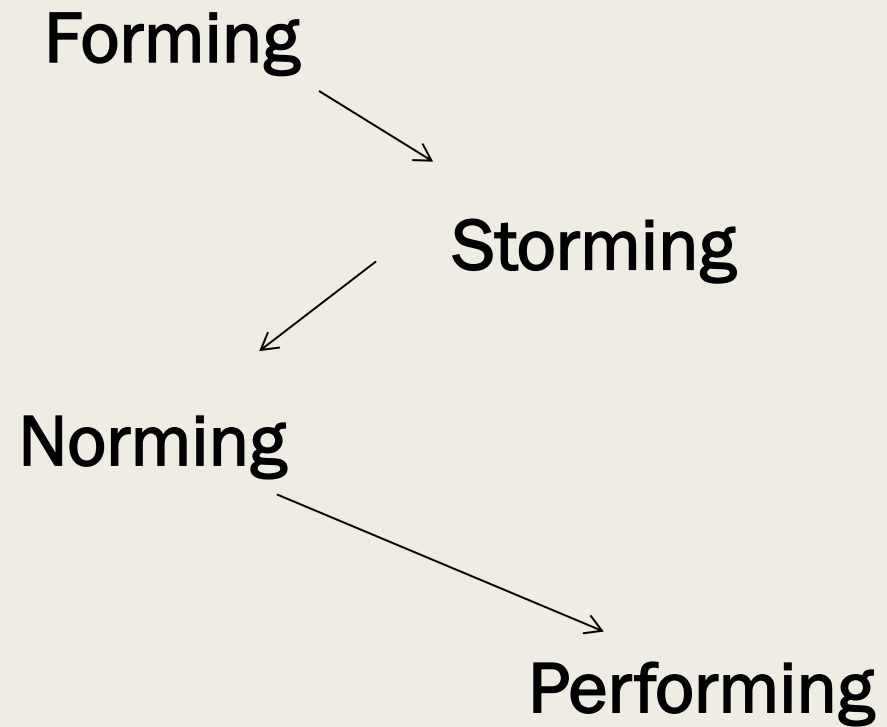
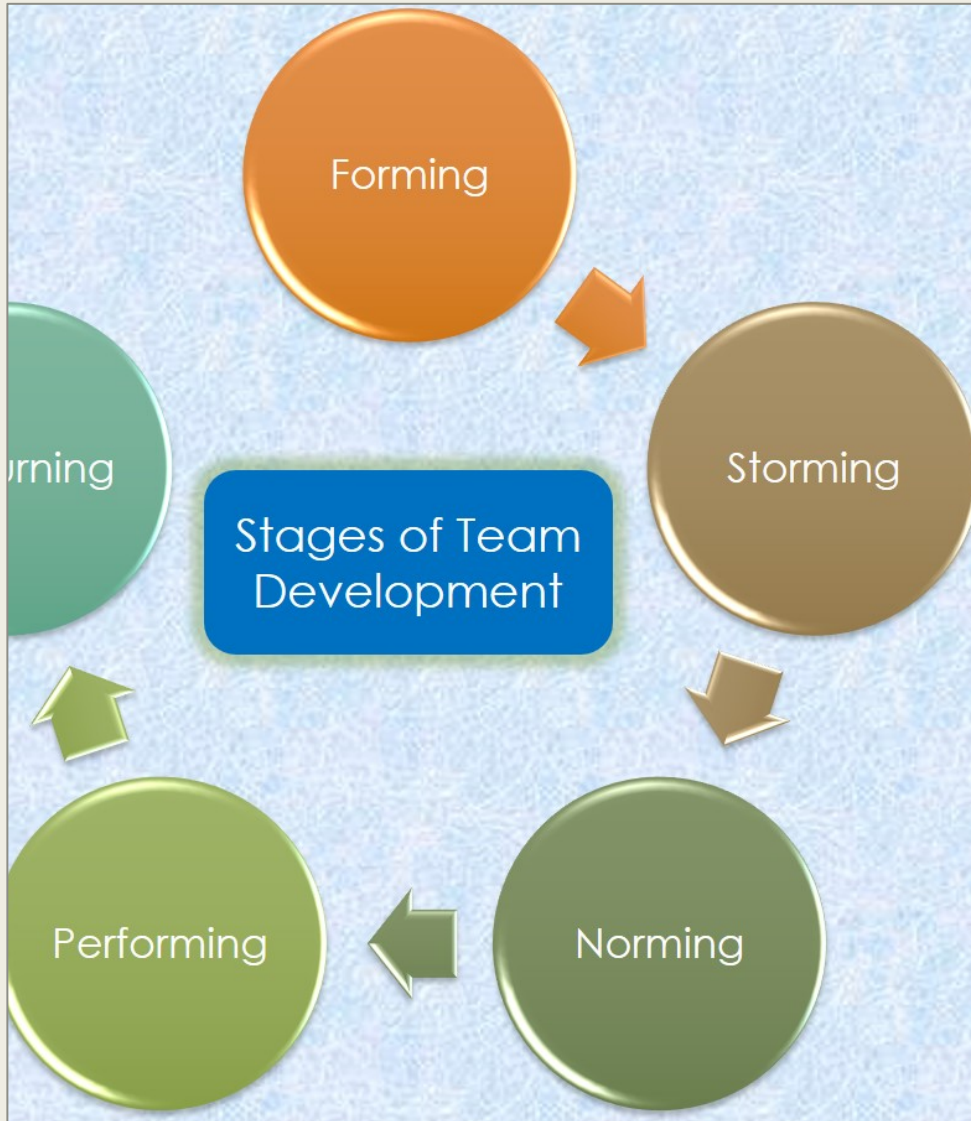


Forming stage

Storming stage

Norming stage

- allow team members to take responsibility for progress towards the goal.
- A team building event would work wonders here.

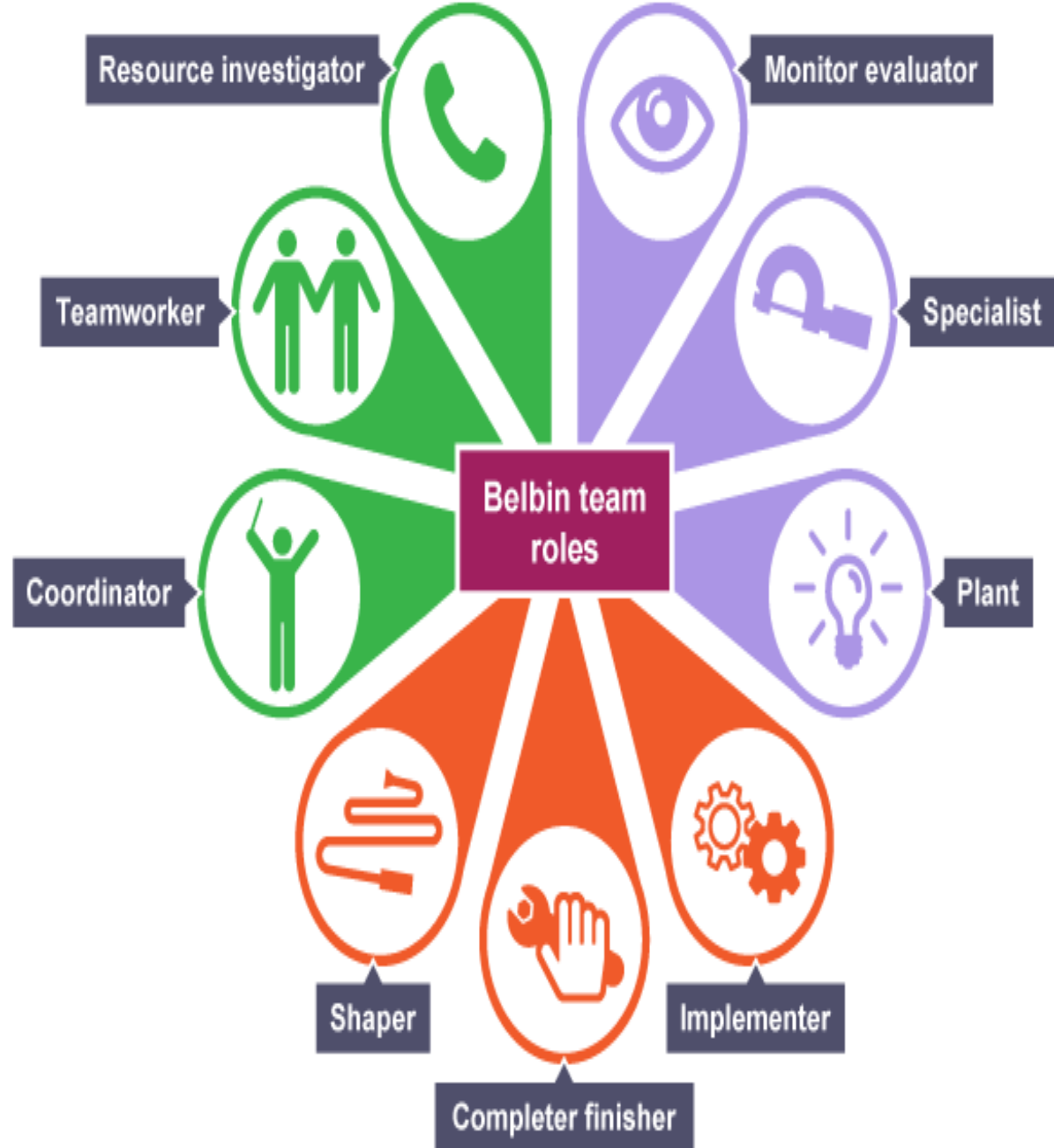


Source <https://upraise.io/blog/build-agile-teams-5-stages/>

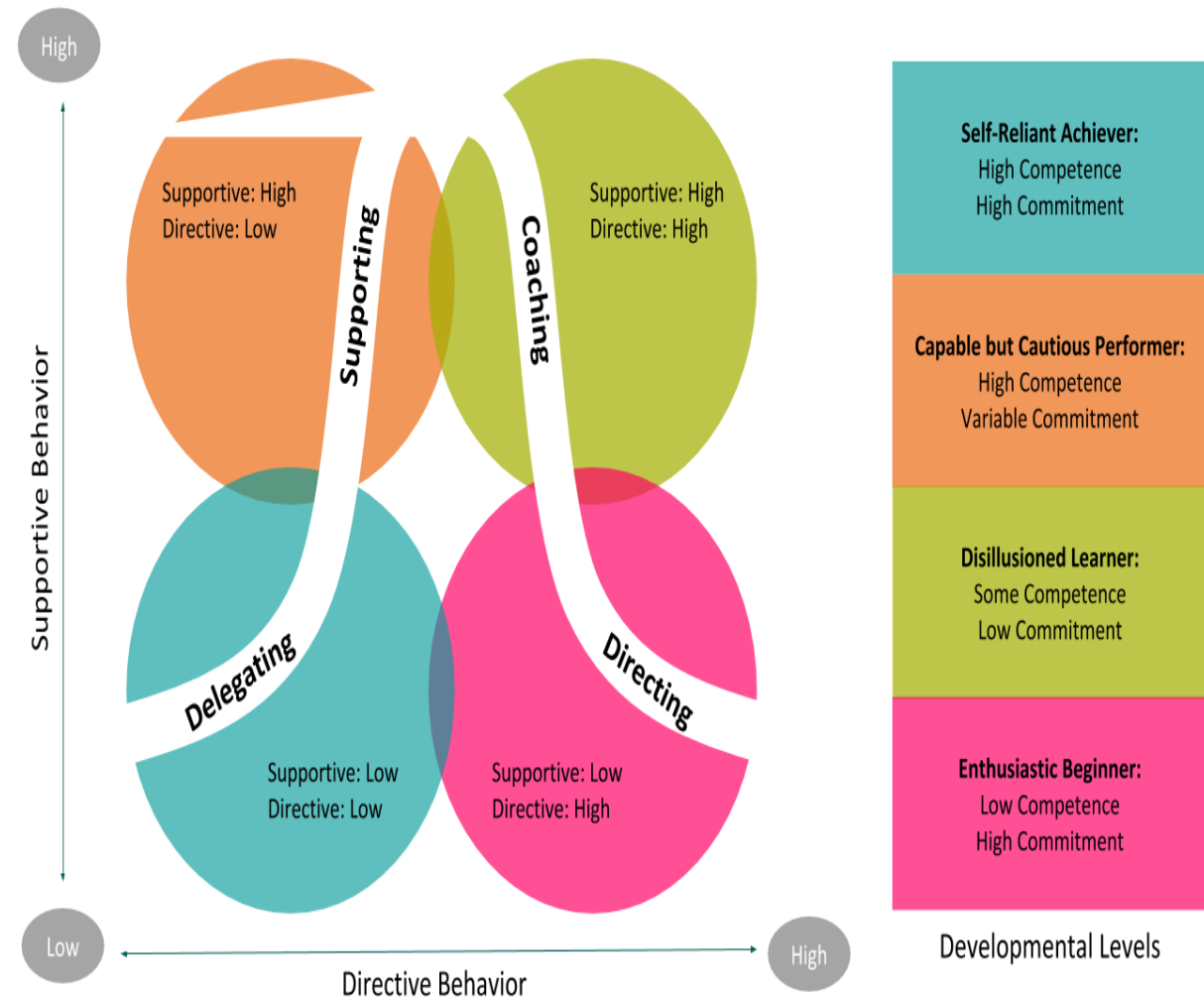
The Nine Belbin/Leadership Roles

- A group isn't a lot of individuals with work titles, however a gathering of people, every one of whom has a job which is comprehended by different individuals.
- Examination demonstrated that the best groups were comprised of a different blend of practices.
- Dr Meredith Belbin and his group found that there are nine bunches of conduct - these were called ' Belbin Team Roles'





Hersey-Blanchard Situational Leadership Theories



*This graphic combines elements of the Hersey-Blanchard Situational Leadership Theory & Blanchard's revised Situational Leadership Theory II

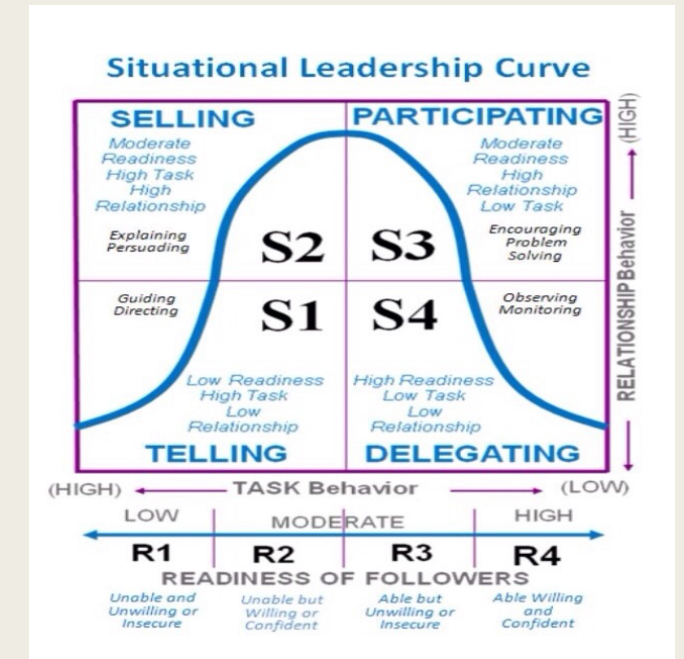
The Nine Belbin/Leadership Roles

- Each group needs access to every one of the nine Belbin Team Role practices to turn into a high performing group. In any case, this doesn't imply that each group requires nine individuals! A great many people will have a few Belbin Team Roles that they are generally alright with, and this can change after some time. Each Belbin Team Role has qualities and shortcomings, and each Team Role has equivalent significance.
- By utilizing Belbin, people have a more prominent self-comprehension of their qualities, which prompts more compelling correspondence among associates and chiefs. Extraordinary groups can be assembled, existing groups can be comprehended and improved, and everybody can feel that they are having any kind of effect in the work environment.



Leadership roles (Hersey & Blanchard)

- As response to conduct authority approaches, for example, Blake and Mouton's Administrative Framework, Hersey and Blanchard built up a hypothesis (Hersey and Blanchard Situational Initiative Hypothesis) that recommends that the best administration style is influenced by the condition's heads wind up in. They contend that a pioneer's capacity to lead relies on certain situational factors.
- By comprehension, perceiving and adjusting to these components, pioneers will have the option to impact their environmental factors and devotees substantially more effectively than if these variables are overlooked. Even more explicitly, Hersey and Blanchard centered an extraordinary piece of their examination on the attributes of adherents in deciding suitable authority practices.



MANAGING CONFLICT

Conflict comes up
from:

- People's differences
- Goals
- Values
- Pride
- Jobs



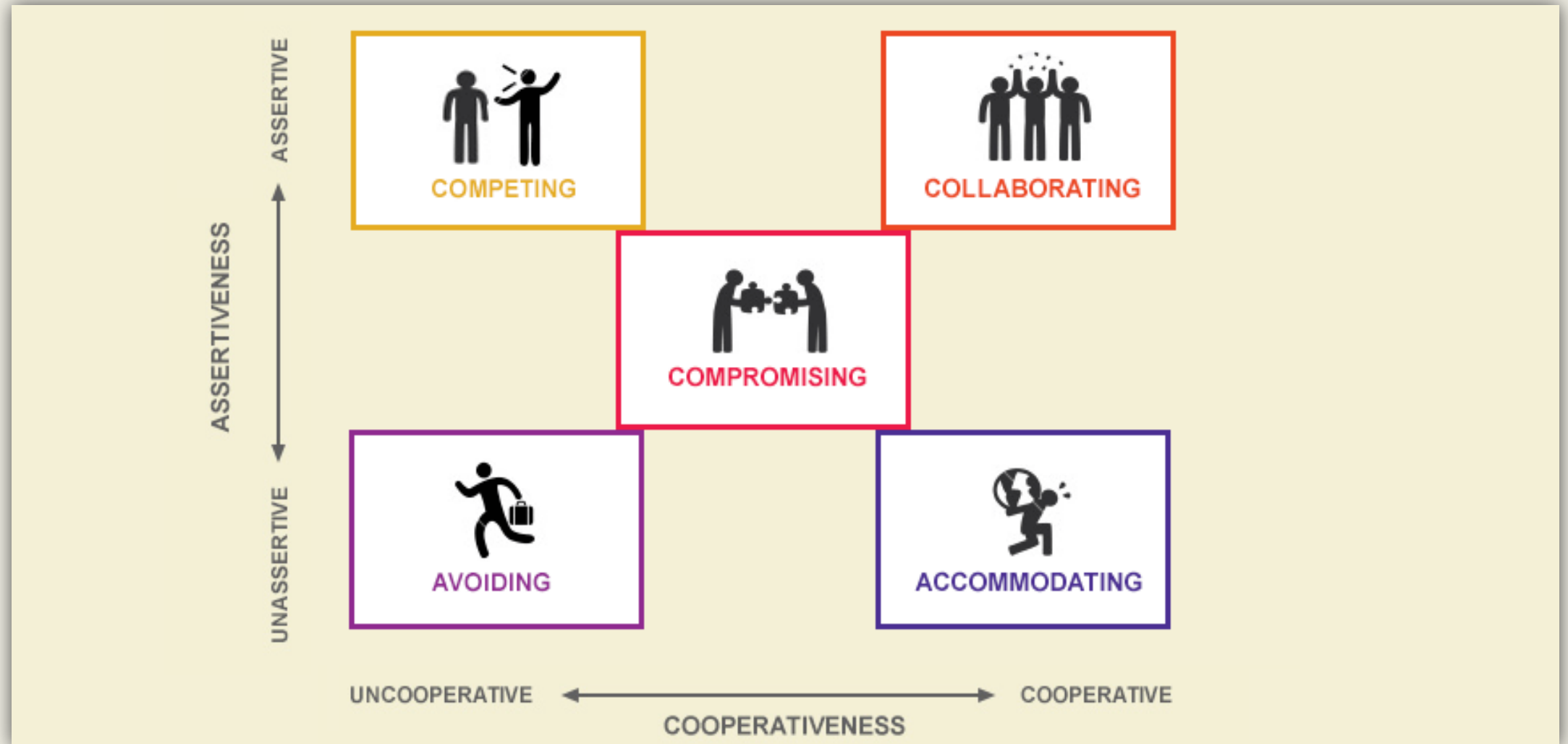
(Open door coaching, 2020)

The conflict can happen for many reasons and is divided into three categories:

- Communication factors
- Structural factors
- Personal factors

The Thomas – Kilmann Mode Instrument

The Thomas-Kilmann Mode Instrument is created to understand and manage a person's behaviour in various conflict situations.



- ***Competing*** - “Win-Lose”
- ***Compromising*** - “Lose-Lose”
- ***Avoiding*** - “Lose-Lose”
- ***Accommodating*** - “Lose-Win”
- ***Collaborating*** – “Win-Win”

(Sample, 2008, p.3)

The conflict situation can be managed and resolve if to follow a few steps as:

- Listen
- Acknowledge
- Respond
- Resolve differences



(Parfitt Cresswell, 2019)

Successful Team development requires bonding people with the right professional skill and right set goal.

INDIVIDUAL

Understand, Appreciate and Use
Your Individual Strengths



PARTNERSHIPS

Build Powerful Partnerships



TEAM

Purposefully Use Your Collective
Talents and Strengths

Successful Team characteristics

Good communication plus solid leadership, and everyone share the same goal.

Succes ??

1. Balance of Team work
2. Strong bonding
3. Good time management
4. Focused work
5. Open communication

Better Team work ??

- Make sure team understands the goals and is committed
- Creativity and innovation are valuable
- Communication is open
- People are happy taking reasonable risk
- Members of the team make high quality decisions together

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ANY QUESTIONS