

Group Presentation

Effective Team Work and Communication (BMSW4002)

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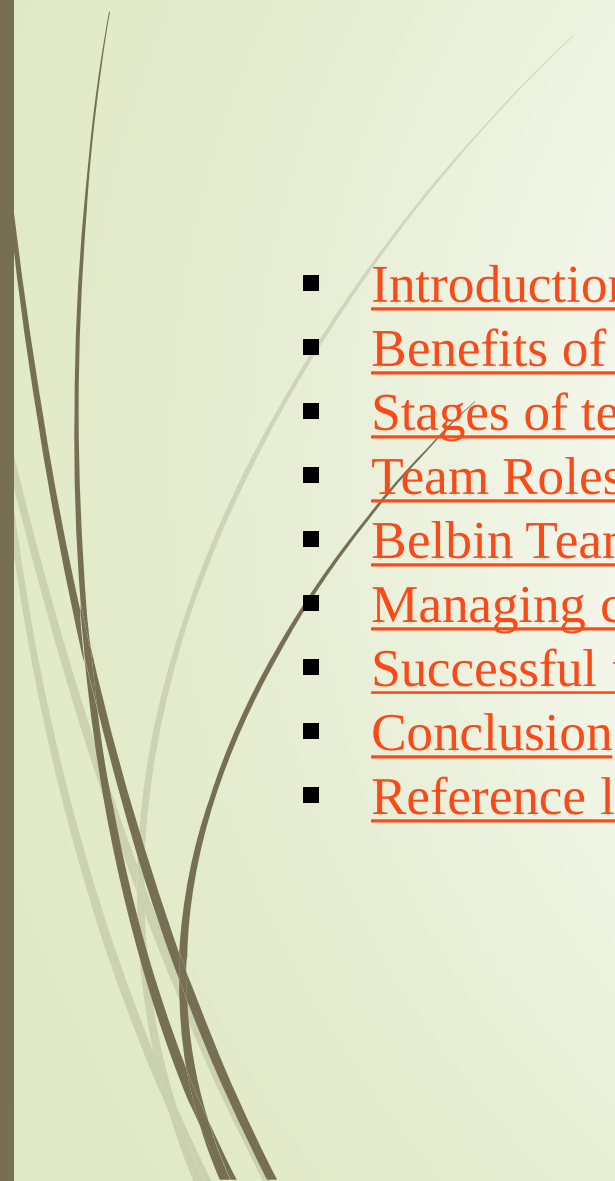
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Introduction

In this presentation we will:

- Focus on developing a new team for a consultancy firm named Deloitte Consulting.
- Developing an effective team requires considering different aspects which will be discussed here.
- Develop a successful team will be discussed along with proving a clear insight about team roles.
- Emphasise different strategies to manage conflict and develop a successful team.



(Middleton, 2022)

Benefits of the team working



(Driskell *et al.*, 2018)

- Teamwork is vital for any organisation's growth and success.
- Cooperative teams are more creative and productive.
- Collaborative teams are insightful to organisational progressions and they are highly motivated toward organisational goals.

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- **Improves productivity:** Team members that work collaboratively are more motivated and productive towards their organisational missions and goals.
- **Effective problem-solving:** When employees work together it helps the company to effectively overcome any kind of problem.



(Middleton, 2022)

Contd...



(Tripathy, 2018)

- **Fosters creativity:** Teamwork helps companies to develop a culture of creativity.
- **Reduces work pressure and stress:** Teamwork helps employees to complete tasks within the deadline and reduce the chances of increasing workload.
- **Increases diversity:** Operative teamwork promotes and includes variety in experience, thoughts, expertise, skills, ethnicity, and education.

Stages of team development

Tuckman's Team Development Theory

- The team development process involves five different stages.
- The theory focused on the specific method in manage a duty from the primary development of teams to the accomplishment of the task.



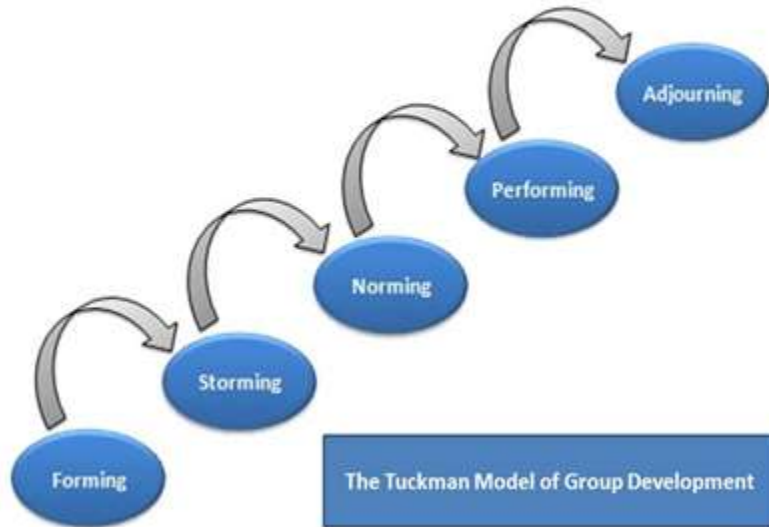
(Guttenberg, 2020)

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Forming:

- Highly dependent on team leaders for their direction and guidance
- Leaders put little effort into determining vision and objectives for team members
- The roles and responsibilities of team members are unclear

Teamwork Theory: Stages of Group Development



(Guttenberg, 2020)

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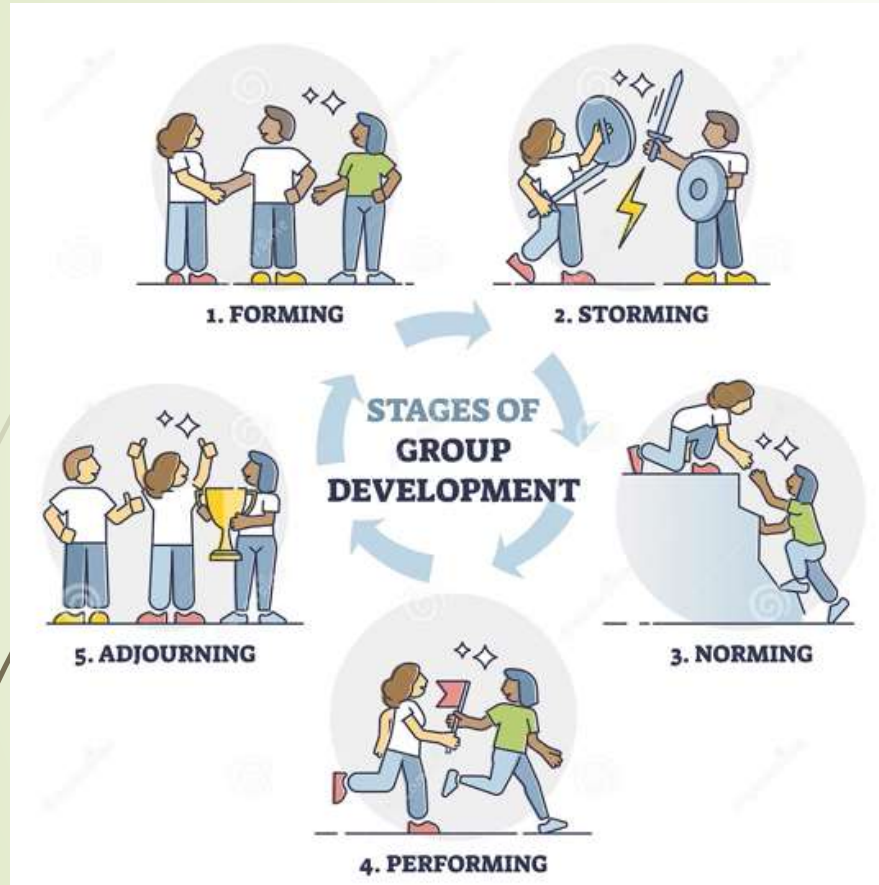
Storming:

- Team leaders set clear goals and purposes for the team; however, still, some uncertainties continue.
- Team leaders guide and coach team members to perform their tasks
- Team members need to compromise to allow team progress



(Guttenberg, 2020)

Contd...



(Peralta *et al.*, 2018)

Norming:

- The roles and responsibilities of each team member are cleared and acknowledged
- Important decisions are made by the team
- Unity and commitment among team members become strong

Contd...

Performing:

- Team members raise strategic awareness
- Team members effectively focus on achieving goals
- The team does not require assistance or instructions



(Peralta *et al.*, 2018)

Contd...



(Peralta *et al.*, 2018)

Adjourning:

- All the team goals are accomplished
- Work pressure becomes less
- Team members are prepared for new tasks

Team Roles

- The team can aid in achieving complex tasks easily and effectively as compared to an individual.
- Deloitte, like any other business, needs to identify team roles.
- Identifying team roles can help the company in reaching its goals and objectives of the company.



(Deloitte, 2020)

Belbin Team Roles

Belbin Team role type	Contributions	Allowable weaknesses
Plant	Innovative, unorthodox, problem-solver, creative, and a real source of original ideas.	Tend to ignore the details, preoccupied.
Specialist	Dedicated, self-starting, single-minded. Tends to provide knowledge as well as skills in supply (Dixon et al., 2019).	Contributes provided it is a narrow front and has a tendency in overlooking the bigger picture.
Monitor-evaluator	Strategic, sober, judges well.	Lacks in certain abilities and tends to not inspire others. Sometimes over-critical.

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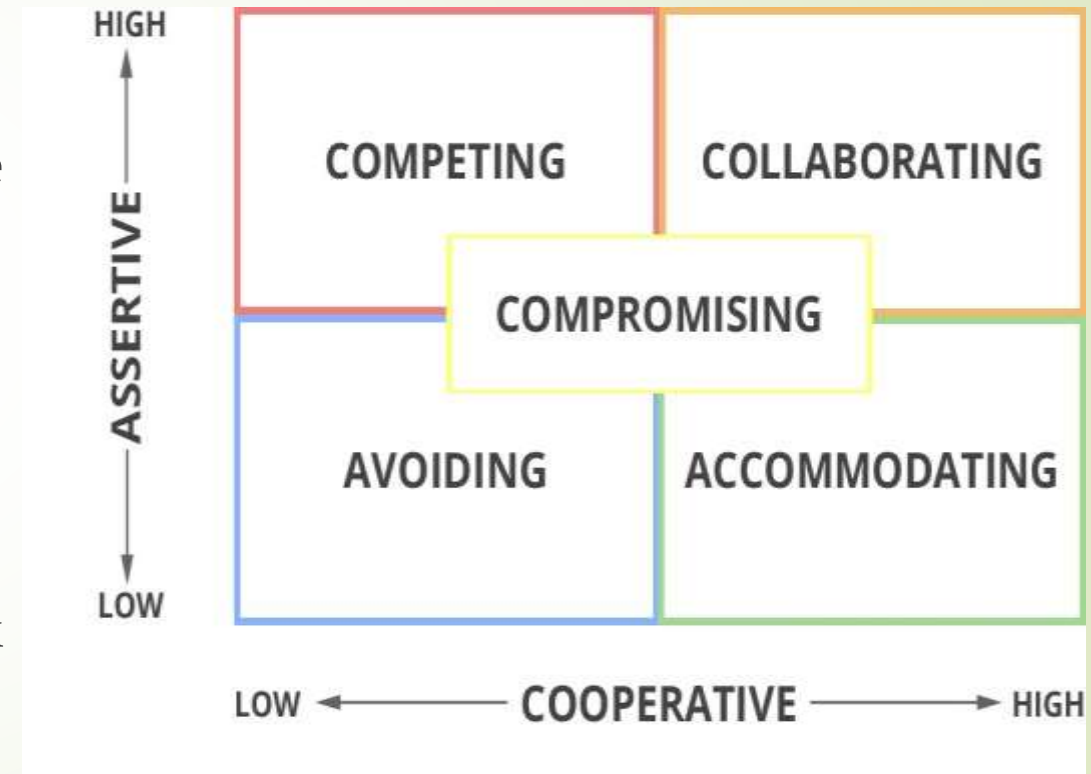
Belbin Team role type	Contributions	Allowable weaknesses
Resource investigator	Enthusiastic, extrovert as well as communicative. The salesperson of Deloitte tends to explore opportunities and develop more contacts (Fausett et al., 2021).	Sales people here are many a time over-optimistic and diverse easily.
Coordinator	They are team members and managers who are good decision-makers, mature and confident.	However, they are manipulative many a time.
Teamwork	The team members for important projects are diplomatic, cooperative, and have a mild perspective. They are also good listeners (Deloitte, 2020).	However, they can be indecisive in difficult situations.

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Belbin Team role type	Contributions	Allowable weaknesses
Shaper	Dynamic, courageous, and have a competitive drive.	Impatience.
Implementer	Reliable, disciplined, hard-working, and organisers.	Inflexible at times.
Complete Finisher	Anxious works with standards (Deloitte, 2020).	Reluctant.

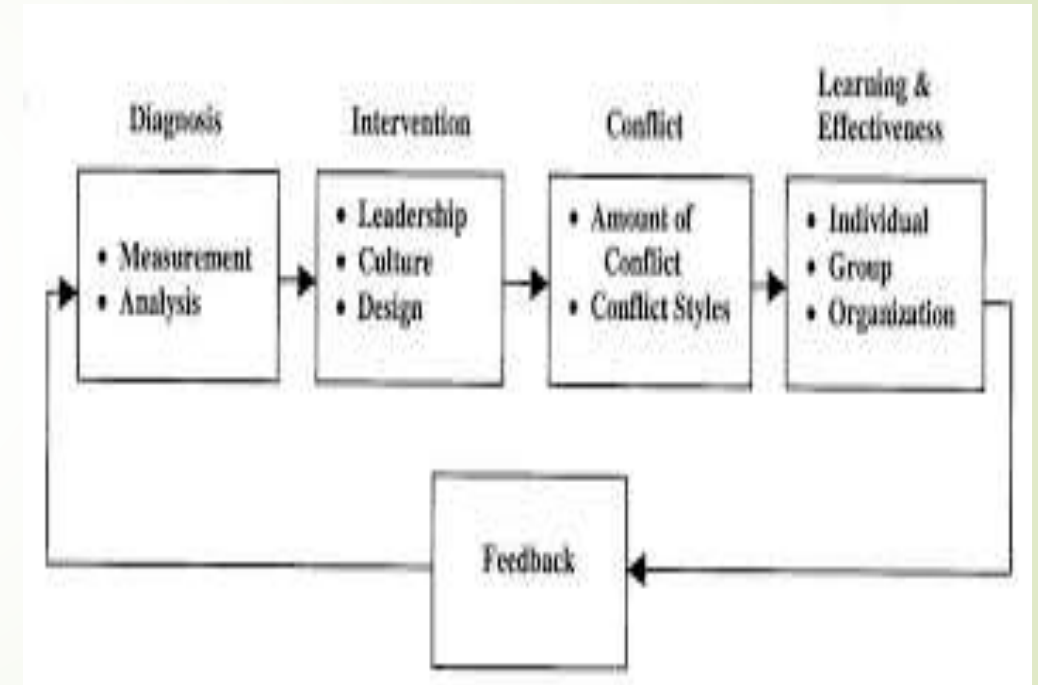
Managing conflicts

- To provide the training in the communication skill
- To increase the ability to make effective communication
- To make a diverse range of the individuals
- To manage the issues of communication
- To assist the staff in developing the positive work relationships



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- **Traditional theory** involves the organisational individuals in conflict-based situations.
- **Modern theory** involves the entire conflict as the inevitable and the natural outcome of making and improving the human interactions.



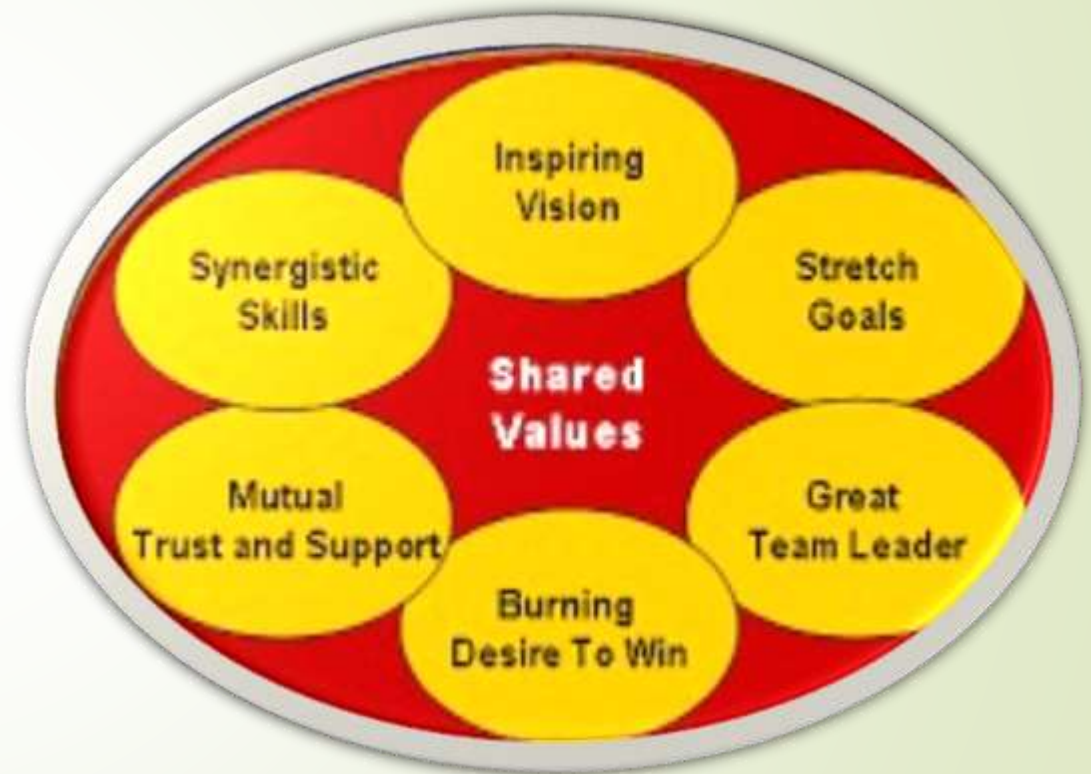
A five-step process to resolving conflict



(FTI Consulting, 2017)

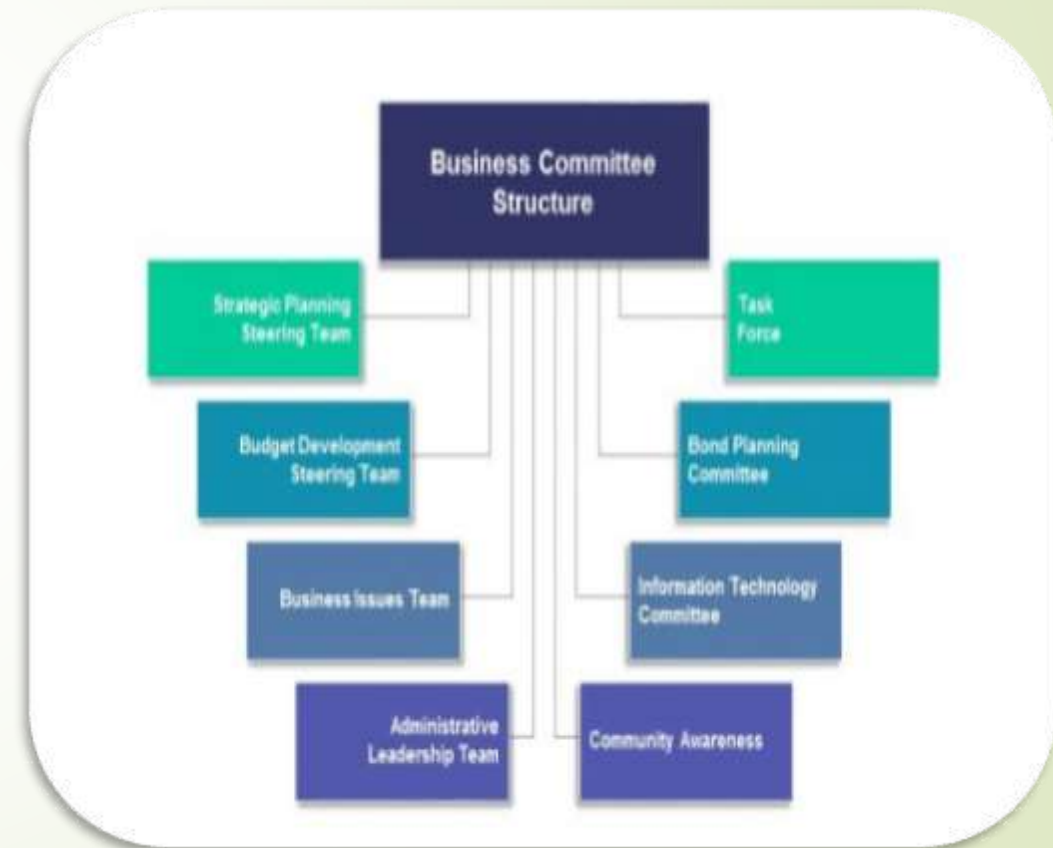
Successful team development

- Performing the well-defined roles
- Setting the SMART organizational goals
- Experimentation the regularity and embracing the diversity
- Sharing a common culture and making the company accountable to the team
- Making effective communication and performing a strong leadership role



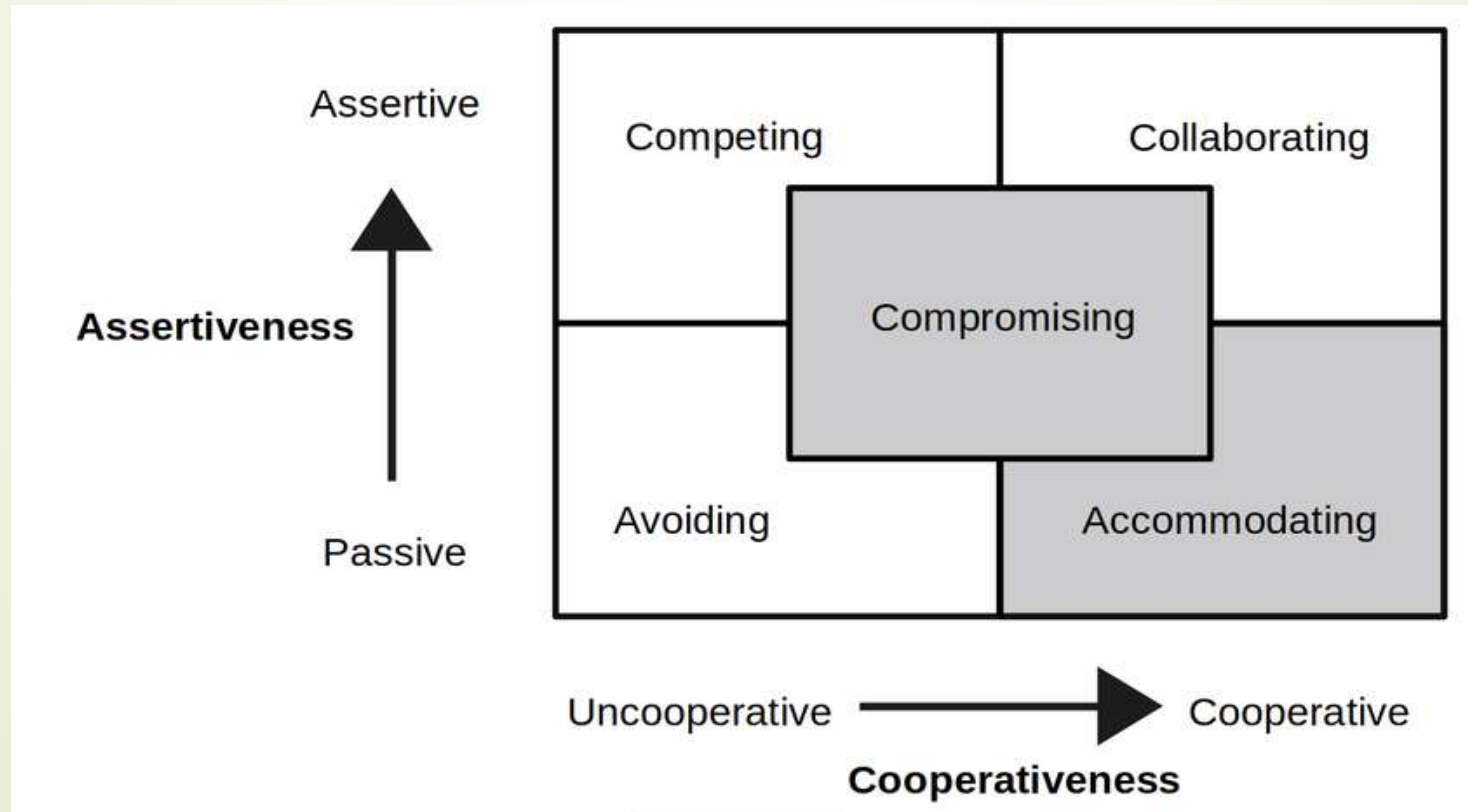
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- The overall through research has been analysed from the perspective of making and developing a feasibility of forming an entire task force that helps the team to be developed
- The team members are being considered as the champions that advocate the formation of the task force
- An entire task force tends to bring the entire team together by setting the specific set of skills for accomplishing the short-term tasks



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- The group members need to properly care about the things that are also contradictory to each other.



Conclusion



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Thank You!