



Practical Team Building

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By the end of the Power Hour you will be able to:

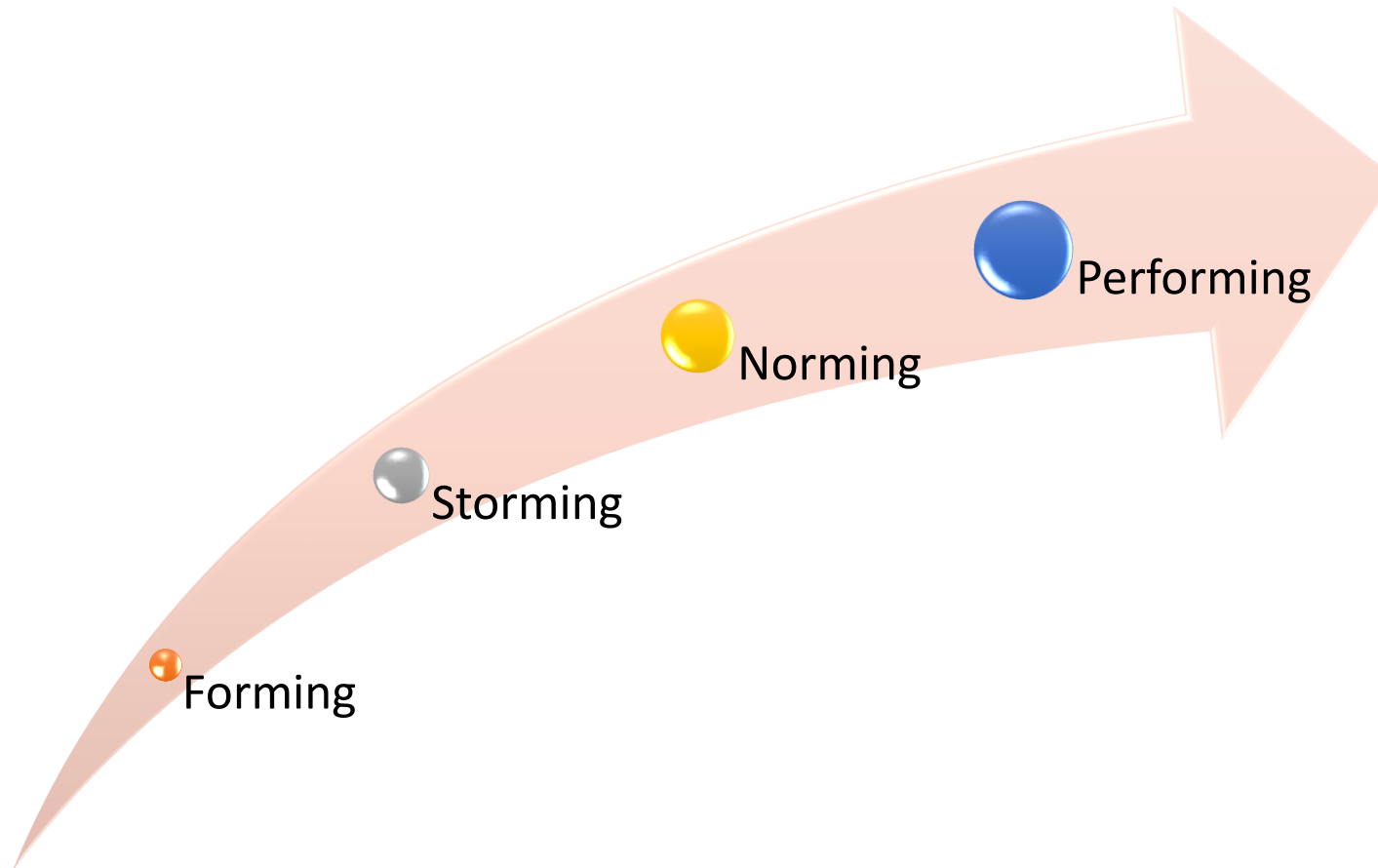
- Recognise effective and ineffective team work.
- Describe the stages of Team Development.
- Identify practical, specific ways to accelerate team development and improve performance.



The Ball-Pass Challenge



The Stages of Team Development (Tuckman)



Stage 1 - Forming

- The team is new to each other (or finds itself in an unfamiliar situation).
- High level of ambiguity about their purpose.
- Uncertainty about approach/methods.
- People may be wary of each other.
- Interactions are quite formal.
- People look to the leader for guidance and direction.

Stage 2 - Storming

- People begin to express their opinions and feelings.
- Competition for positions within the group begins.
- Leadership is likely to be questioned.
- Strong personality differences emerge and may cause conflict.
- Discomfort and tension in the group is normal.
- Purpose and objectives may be clearer, but there will be differing ideas about how best to achieve it.

Stage 3 - Norming

- Major differences are resolved and common focus is on achieving the task.
- Ways of working and processes are agreed.
- Roles and responsibilities are clear.
- Relationships begin to form as people work together and are able to get to each other.
- The team begins to feel united.

Stage 4 - Performing

- The team has a sense of identity and purpose.
- Individuals are willing to share information, and are more supportive and tolerant of each other.
- Individuals begin to anticipate each others' needs and behave proactively for each other.
- The team can function well without the involvement of the leader.
- When disagreements occur, they are resolved within the team positively.

Accelerating Movement between the Stages



- What are the particular challenges associated with each stage?
- What does a leader (or team members) need to do to improve effectiveness and get to the next stage?
- What SPECIFIC actions can you take?

Make it Work at Work

What are you going
to **DO** as a result of
this Power Hour
Session?





Thank You
&
Good Luck