

4 PHASES OF TEAM DEVELOPMENT



Phase I – Driving towards a mission

The activities or the steps taken to increase the performance of the team projects involves mapping out the team's mission statement as the primary step in a team development and it is useful tool for well-run business, for mapping team's mission design, create and build brainstorming ideas but the session needs team's input and it is important to be open to all ideas and possibilities with whole team. The next involves analyzing the ideas through critical evaluation and drafting mission statement. Analyzing the ideas is not an easy task as one cannot teach "how to think"; it depends upon the thinking capability of each individual in a team.

Once the mission statement is finalized, the teams can commit to it. Next step will be execution i.e., chart down the goal of the team and the priorities of the job that has to be done. Finally register "Rules of Road" to be followed by the team. This type of team work lays the foundation for employees to stake their ideas and effort in an intellectual fashion.



Phase II – Striving for Team Effectiveness

Managing a healthy team is a toilsome task for a team leader. To maintain healthy team one has to “identify the roadblocks”. Let us see what are the hindrances to the healthy team, the guarded communication between the team members, this may be due to cultural barriers or the office space with a closed cabins, etc. The lack of disagreements between the team members, unwilling to share information, ineffective team meetings, unhealthy competitions and little faith in other team members are the major road blockers for managing healthy team.

Healthy and effective team will need to clarify each and every team member’s roles and responsibilities towards the goal. The new team is the persons who has never worked together before so involve all the team members to strive for a goal. The expectations and anticipation of the team members hoping for something that has not been met or some personal quest be it is based on a job or a relationship has to be expressed clearly, so come conflicts may be avoided in the future. Many employees do not fully understand what is expected of them at work, which can lead to frustration, mistrust, reduced productivity and more. So the organization should focus on Addressing accountability and the approaches to deal with it. Addressing accountability should be focused on the some basics as follows

- Set up a formal communication system using user-friendly technology and make sure the team members are able to use it effectively.
- Develop informal accountability networks (such as buddy system) that allow the team members real time access.
- Make accountability proactive rather than reactive.



Phase III – Thriving on Teamwork

Promote peer feedback – The peer feedback promotes reflection as well as deep thinking, learning and execution. To provide feedback one has to set clear, concise objectives and priorities on the work basis. Keenly observe the behavior and performance of each team members, the feedback may be positive or negative but it should be immediate, the negative feedback should not be criticizing, it should be motivating, the feedbacks saves conflicts.

Collaborate for creativity – Respond with interest to what team members say, don't berate the team members for unconventional ideas. Encourage team members to cultivate their own ideas and the thinking capacity will be unique for all so record each and every ideas and finally deal with decision making to choose appropriate idea for the particular project.



Phase IV – Arriving at Peak Performance

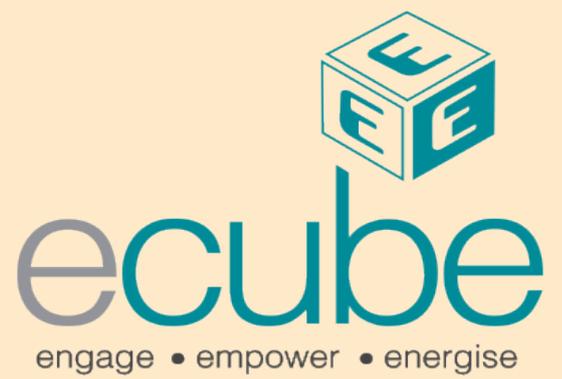
Have you reached the the top?

Now its time to work together to reach the peak, to reach the peak of performance you need to continually encourage the team members involvement and maintain motivation. Bid good-bye for unproductive team meetings, revitalize the team meetings and regenerate new modern and easy methodologies to execute a project.

The major process involves keeping track of the work progress and it is mandatory to have follow ups, only then everyone could know what is done so far and what has to be done further.

Celebrate the Success...





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