

Team Building

September 26th, 2014

Tuckman's Stages of Group Development

- Forming
- Storming
- Norming
- Performing

Stage 1: Forming

- High dependence on leader for guidance and direction
- Little agreement
- Individual roles and responsibilities are unclear

Stage 2: Storming

- Decisions don't come easily within group
- Questions will arise about who will be responsible for what
- The stage where many teams fail

Stage 3: Norming

- Agreement and unity largely forms among the team
- Roles and responsibilities are clear and accepted
- Big decisions are made by group agreement

Stage 4: Performing

- The team knows clearly why it is doing what it is doing.
- Shared vision
- Focus on achieving goals
- Disagreements occur but now they are resolved within the team positively

Team Building in the Workplace

- Team building is very important if you wish to extract the best out of your workforce.
- Employees are urged to work smarter and not just harder, in an effort to deliver the desired results.
- It goes a long way in improving professional relations, understanding and co-operation, and this is very much reflected in the quality of work being done.

What Makes a Good Group Meeting

- Peers will present an example of a group meeting
- Students will give feedback

Activity Instructions

- Talk with your group members about who is doing what for the project
- Plan your next meeting

Group Activity

- 10 minutes to discuss semester game project and create an agenda for the next meeting
- Peers will be coaching
- Feedback by peers on the group meetings