

TIPS FOR LEADING STAGES OF TEAM DEVELOPMENT

For teams to be high-performing it is essential for them to understand their development as a team. Team development is not always a linear process. However hard you try to create a healthy working atmosphere, your group will still go through these typical stages and face friction and conflicts at a certain time. A few tips to support you through the journey.

FORMING - FOCUS ON DEFINING TEAM



- Create orientation process.
- Set clear goals and objectives.
- Set Ground Rules.
- Assign Roles and Responsibilities.
- Assign tasks and activities.
- Agree on meeting frequency.
- Agree on an escalation process.
- Use GRPR Tool and RACI Matrix.
- Foster relationships.

STORMING - THE REAL WORLD KICKS IN !

- Keep up communication.
- Reiterate ground rules.
- Facilitate participation in activities.
- Listen to all points of view and resolve conflict.
- Acknowledge and recognise contributions.
- Get input for assignments.
- Agree on consequences if tasks not met.
- Seek out Quick wins.



NORMING - SHIFT ENERGY TO COLLECTIVE WORK



- Allow all to share views.
- Keep focus on Team tasks.
- Promote constructive feedback.
- Build on successful outcomes.
- Coach where it is appropriate.

PERFORMING - FEELING A SENSE OF TRUST

- Work continuously to improve Team development.
- Celebrate accomplishments in Team process and progress.
- Set new goals as appropriate.
- Integrate new members.

