

Building the Best Team Series



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Aspire Talent Group

We use data and a scientific approach to talent optimization to help individuals, teams, and organizations **achieve more.**



Leadership Development
Employee Training Workshops
Coaching/Consulting
Assessments/Diagnostics
Teambuilding/Team Development



ASPIRE TALENT
GROUP LLC

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Building the Best Team Series

Part 1: Live Virtual Session

- Team Insights and Discovery: Understanding Our Individual & Team Profiles

Part 2: Four on-demand recorded sessions (complete 1 per week)

- Learn the stages of team development and how you can best leverage this to understand your current team dynamics
- Understand the essentials for creating a culture of trust and respect for the value all members bring to the team
- Gain insights into daily behaviors and practices to enhance communication and collaboration
- Discover key enablement factors that must be in place for optimal team performance

Part 3: Live classroom learning application sessions facilitated by Intek training team

- Applying our learning from Part 1 and 2 in facilitated learning exercises and discussions

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Building the Best Team:

Understanding the Stages of Team Development

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The Stages of Team Development



Bruce Tuckman,
Educational Psychologist

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The Stages of Team Development



FORMING



STORMING



NORMING



PERFORMING

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The Stages of Team Development



FORMING



STORMING



NORMING



PERFORMING



ADJOURNING

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How does it help me
and my team to
understand the stages
of team
development?

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The Forming Stage



- “Testing the waters”--individuals coming together as a new team, or existing teams that are gaining a significant number of new members



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The Forming Stage



“Testing the waters”—individuals coming together as a new team, or existing teams that are gaining a significant number of new members

Common Feelings	Common Behaviors	Focus: How to Navigate
Excitement Anticipation Optimism Suspicion Anxiety Fear	Members are: <ul style="list-style-type: none"> Observing each other, trying to read dynamics of the group Forming opinions of each others' strengths and weaknesses, and power roles in the group Often polite and deferential to each other Often uncertain due to the newness of the team—have more questions 	<ul style="list-style-type: none"> Focus on teambuilding, creating opportunities to get to know each other Clarify structure, roles, purpose, goals, responsibilities, and expectations Create opportunities to collaborate as a team and build trust Ensure new team members have opportunities to contribute Leaders can help set behavioral norms by discussing how they want the team to operate, role modeling ideal team behaviors such as having open and honest conversations, being vulnerable, admitting when they don't have all the answers.

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The Storming Stage

- Clashing and lack of alignment—individual personalities and work styles can collide in tension and conflict

Anger

Confusion

Tension

Frustration

Jealousy

Disunity



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The Storming Stage





Clashing and lack of alignment—individual personalities and work styles can collide in tension and conflict

Common Feelings	Common Behaviors	Focus: How to Navigate
Tension Frustration Confusion Anger Jealousy Disunity	Members are: <ul style="list-style-type: none"> Often defensive, argumentative Questioning/challenging the judgment and skill of others Resistant to change or unfamiliar approaches Feeling competitive, lacking agreement/alignment Choosing sides/forming cliques Team effectiveness is at its lowest point	<ul style="list-style-type: none"> Refocus on common purpose and goals Define what success looks like- clarify team expectations Establish ground rules for team behavior Further clarify member roles and ensure all have a role to play Exhibiting patience with different viewpoints, approaches, and perspectives Maintain respectful communication despite differences in perspective Talk to each other, not about each other Assume best intent, operate with best intent

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<div style="display: flex; justify-content: space-between; align-items: center;"> <div style="text-align: center;">  </div> <div> <h2 style="margin: 0;">The Norming Phase</h2> <p style="margin: 0;">Reconciling, accepting, and aligning— a spirit of cooperation and trust emerges as members settle into their team roles and perform</p> </div> <div style="text-align: right;">  </div> </div>		
Common Feelings	Common Behaviors	Focus: How to Navigate
Acceptance Respect Safety Sense of belonging Clarity of role and purpose	Members are: <ul style="list-style-type: none"> • Moving beyond past conflicts and building trust • Acknowledging individual differences and learning to leverage them • Cooperating to achieve team goals • Feeling “safe” asking for help from each other • Making conscious efforts to resolve problems and increase group cohesion <p>“Insider” language patterns may develop including nicknames and local jargon</p>	<ul style="list-style-type: none"> • Continued focus on team goals and needed outcomes • Appreciate perspectives of other team members • Seek out feedback from others in the spirit of continuous learning • Learn from mistakes -- reflect on opportunities to improve • Praise and recognize each others' contributions and successes • Take time to celebrate team accomplishments!

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The Performing Stage

- High team cohesion and performance—team consistently produces quality results and has a highly constructive culture



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The Performing Stage

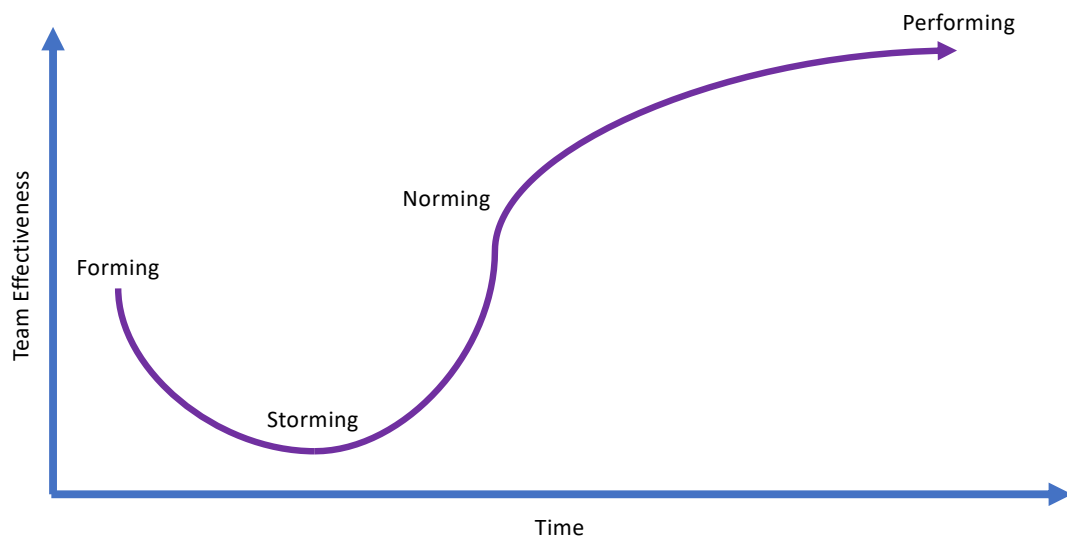
High team cohesion and performance— team consistently produces quality results and has a highly constructive culture




Common Feelings	Common Behaviors	Focus: How to Navigate
Engagement Motivation Confidence Unity Optimism Attachment i.e. "The whole is greater than the sum of its parts."	Members are: <ul style="list-style-type: none"> • Expending extra effort for the "greater good" of team/organizational success • Taking initiative to solve or prevent problems before they occur or proactively dealing with any barriers to performance • Proactively asking for input and feedback • Focused on continuous learning and improvement, i.e. stretching the team to be better tomorrow than they are today • Maximizing/leveraging the talents of all on the team 	<ul style="list-style-type: none"> • Motivate and inspire team to continue to stretch and maintain peak performance. • Allow greater flexibility in determining how to achieve needed results • Encourage innovation and exploring new and better ways of doing things • Continue to recognize and celebrate individual and team accomplishments • Regularly reflect on team performance, i.e. what is going well that we should keep doing, what can we learn from to do even better tomorrow?

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The J Curve of Team Effectiveness



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Individual Learning Actions

- Reflect on your relationships on the team. Where are they now, and where would you like them to be?
- What are you willing to do to have more effective relationships with your team members?
- What constructive behaviors are you bringing to the team that are contributing to overall team effectiveness?
- Are there any behaviors you may be exhibiting that could be inhibiting team effectiveness? What are they, and how could you reduce or eliminate them?
- What action could you take in the next week to contribute to the team in a way that enhances teamwork and collaboration?

9/10/2021

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Team Learning Actions

- What stage do you think your team is currently in? Why? What norms and behaviors lead you to believe this?
- What norms and behaviors on your team are constructive and are helping your overall team effectiveness?
- What norms and behaviors on your team are unconstructive and serve as barriers to your overall team effectiveness?
- What actions could your team take to work together more effectively?

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