



TEAM DEVELOPMENTAL STAGES

**"Individually, we are one drop.
Together, we are an ocean."**

Ryunosuke Satoro

**"Teamwork is the fuel that allows common people
to attain uncommon results."**

Vince Lombardi



In 1965, Bruce Wayne Tuckman published a short article - "Developmental sequence in small groups" - where he presented a new model of team developmental stages: Forming-Storming-Norming-Performing. Thus, before performing, teams have to get through a whole evolution process. Recognizing and understanding those stages is certainly the key to a successful management.

FORMING

It is an exploratory stage, when team members begin to interact: the relationships are defined by politeness, each person trying to define his role in the team.

This stage is characterized by a high degree of tolerance towards colleagues; conflicts and controversy are avoided and a strong dependence on the leader decisions can be detected.

STORMING

Competition and small conflicts start to appear as each member is working in the new team configuration.

Conflicts - interpersonal and communicational - can have cultural and ethnic causes, or just generated by the general assessment of each other "strengths".

The leader has to use all the abilities to maintain a positive atmosphere, to reduce the internal confrontations and to guide the team towards the objectives.

NORMING

Conflicts are ceasing and the team starts to be efficient. The work relationships harmonize and people are focusing on common objectives and performance issues.

It is the phase where the leader begins to delegate, leaving a functional autonomy to the team members, which leads to creativity unleashed and to great results.

PERFORMING

This is the final phase, when a strong group identity is already created. There is independence, but also interdependence, learning and the dissemination of knowledge. The team is highly motivated, acting with maximum speed and efficiency and starts thinking processes on a strategic level. The level of autonomy is very high, leading to new leaders' appearance.



We remain at your disposal for any other information:

Telephone: 0742 062 187

Email: florin.popa@teamzone.ro

Internet Site: www.teamzone.ro