



GFP Team workshop



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2013 Scholar



Myths & Realities



- Harmonious Group
- No Conflict
- People Like Teams
- Teams are essential
- Teamwork is a “soft” option
- Diverse people
- Conflict present
- Many people are indifferent
- Teams thrive on complexity
- Teams are the most challenging option

Barriers to effective teams



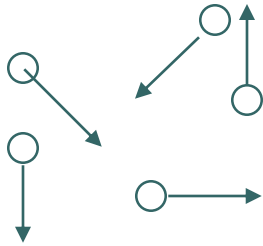
- Lack of agreement on objectives or unclear
- Poor Decision Making Processes, killing commitment to action
- No Agreement on Constraints or ignoring reality
- Poor View of Team Members as a Resource



Team Maturity



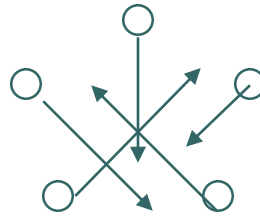
Forming



Defining goals
Confusion
Feeling out others
Agreeing working
Simple tasks

Ritual Sniff

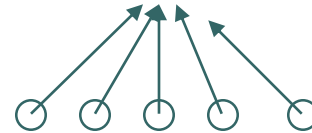
Storming



Individual agenda
Cliques formed
High Functional
focus
Tension
Leaderships struggle

Functional

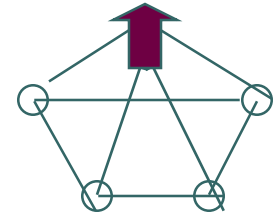
Norming



Consensus
Standards set
Clear Goals
Multitask
Co-operative

Multitask & Role

Performing



High levels of
creativity based on
Trust & Respect
Feelings openly
shared
Very responsive
Breakthrough
performances
Mature

Thinking Roles



Plant



Monitor Evaluator



Specialist

Action Roles



Shaper



Implementer



Completer Finisher

People Roles



Coordinator



Team Worker



Resource Investigator

BELBIN TEAM ROLES

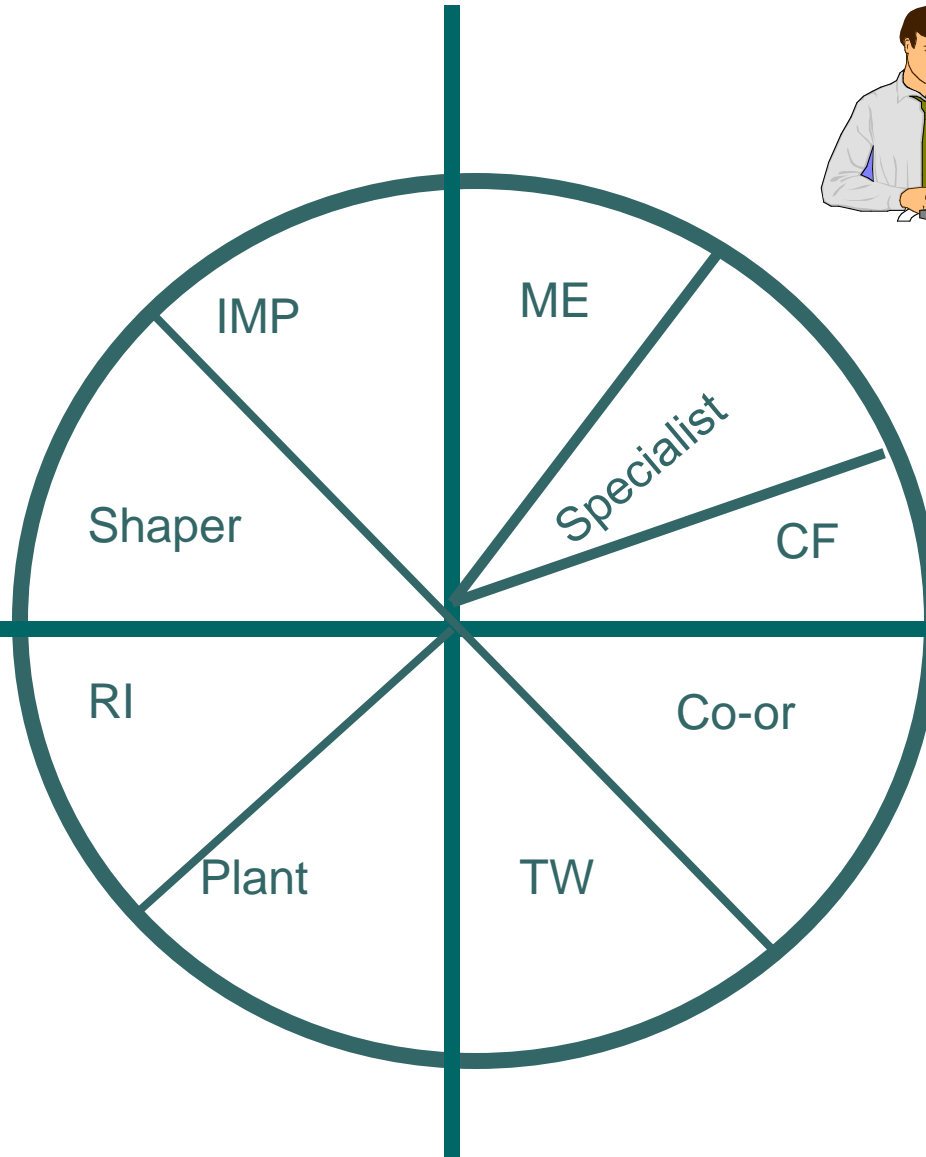
Belbin's Team Roles



ANALYSIS



TASK



IDEAS



PEOPLE



Summary Characteristics



Potential Strengths	Allowable Weaknesses
Shaper Dynamic, outgoing, highly strung. Challenges, pressurizes, Finds ways round obstacles.	Prone to provocation and Short - lived bursts of temper.
Implementer Disciplined, reliable, conservative and efficient. Turns ideas into practical actions.	Somewhat inflexible, slow to respond to new possibilities.
Monitor Evaluator Sober, strategic and discerning. Sees all options. Judges accurately.	Lacks drive and ability to inspire others.

Summary Characteristics



Potential Strengths	Allowable Weaknesses
Completer Finisher Conscientious, anxious, Painstaking. Searches out errors and omissions. Delivers on time.	Inclined to worry unduly. Reluctant to delegate.
Coordinator Mature, confident and trusting. A good chairman. Clarifies goals, promotes decision-making.	Not necessarily the most creative member of a group.
Teamworker Social, perceptive, mild, and accommodating. Listens, builds, averts friction.	Can be indecisive in crunch situations

Summary characteristics



Potential Strengths	Allowable Weaknesses
Resource Investigator Extrovert, enthusiastic, communicative. Explores opportunities. Develops contacts	Looses interest once initial enthusiasm has passed.
Plant Independent, clever, original, highly creative, imaginative, unorthodox. Solves difficult problems	Can be weak in communicating and listening. Needs praise



Thank You

Questions?

