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

**Norming**
- Consensus
- Standards set
- Clear Goals
- Multitask
- Co-operative

**Performing**
- High levels of creativity based on Trust & Respect
- Feelings openly shared
- Very responsive
- Breakthrough performances
- Mature
Belbin Team Roles

**Thinking Roles**
- Plant
- Monitor
- Evaluator
- Specialist

**Action Roles**
- Shaper
- Implementer
- Completer Finisher

**People Roles**
- Coordinator
- Team Worker
- Resource Investigator
Belbin’s Team Roles

- **TASK**
  - Shaper
  - IMP
  - RI
  - Plant
  - TW

- **ANALYSIS**
  - Specialist
  - CF
  - Co-or

- **PEOPLE**
  - ME
  - RI
  - ME
  - TW
<table>
<thead>
<tr>
<th>Potential Strengths</th>
<th>Allowable Weaknesses</th>
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<tbody>
<tr>
<td><strong>Shaper</strong> Dynamic, outgoing, highly strung. Challenges, pressurizes, Finds ways round obstacles.</td>
<td>Prone to provocation and Short - lived bursts of temper.</td>
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<td><strong>Implementer</strong> Disciplined, reliable, conservative and efficient. Turns ideas into practical actions.</td>
<td>Somewhat inflexible, slow to respond to new possibilities.</td>
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<tr>
<td><strong>Monitor Evaluator</strong> Sober, strategic and discerning. Sees all options. Judges accurately.</td>
<td>Lacks drive and ability to inspire others.</td>
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## Summary Characteristics

<table>
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<tr>
<th>Potential Strengths</th>
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<tr>
<td><strong>Completer Finisher</strong> Conscientious, anxious, Painstaking. Searches out errors and omissions. Delivers on time.</td>
<td>Inclined to worry unduly. Reluctant to delegate.</td>
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<tr>
<td><strong>Coordinator</strong> Mature, confident and trusting. A good chairman. Clarifies goals, promotes decision-making.</td>
<td>Not necessarily the most creative member of a group.</td>
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<td><strong>Teamworker</strong> Social, perceptive, mild, and accommodating. Listens, builds, averts friction.</td>
<td>Can be indecisive in crunch situations</td>
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<td><strong>Resource Investigator</strong></td>
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<td>Extrovert, enthusiastic, communicative. Explores opportunities. Develops contacts</td>
<td>Looses interest once initial enthusiasm has passed.</td>
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<td><strong>Plant</strong></td>
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<td>Independent, clever, original, highly creative, imaginative, unorthodox. Solves difficult problems</td>
<td>Can be weak in communicating and listening. Needs praise</td>
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Thank You

Questions?