

TEAMS: THEIR FORMING AND THEIR PERFORMANCE

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AGENDA

- Why Have Team
- 4 Stages of a Successful Team
- Challenges to Reach all 4 Stages
- How to Do It
- How Are we going on EF/1727

Why have a Team

- Individual Effort is fine (It actually works well in Kuwait – for about 12 months)
- Many hands make light work
- Quality improved – it becomes automatic
- More is achieved in a shorter time: 1 person = 50 hours per week, 10 people = 500 hours per week.

4 Stages of a Successful Team

- FORMING
- STORMING
- NORMING
- PERFORMING

FORMING

- Gathering a group of people together for a common purpose
- Is the vision for the group clear?
- Is the mix of individuals right – Introverts, Extroverts, Sensory or Intuitive?
- Is the skill level right?
- Are there adequate resources, information, assistance available?
- The leader directs, the individuals do. Very little team work.

STORMING

- Ironing out the creases
- Personalities clashing
- Change out / change in as required
- Learning each others work styles
- Chaos, unclear, confusing, lack of systems
- The leader holds it all together. Still lots of direction given to individuals. No team work.

NORMING

- Getting comfortable
- Feeling Stable
- Understanding each others work styles
- Individuals performing in small groups mostly
- Occasionally performing as an autonomous team
- Coaching and guidance by the leader

PERFORMING

- Team work happens
- Effort goes down
- Results go up – they multiply
- Big problems become small problems
- Small problems disappear
- Things just seem to happen
- The leader is no longer obvious

Challenges to Reach All 4 Stages

- Trust Levels – trusting yourself and others
- Different Ethnic Backgrounds
- Different Experiences
- Different Expectations
- Emotional Intelligence
- Empathy

Two Ears and one mouth = listen twice as
much as you speak

1. FORMING
2. STORMING



Individual Effort

3. NORMING

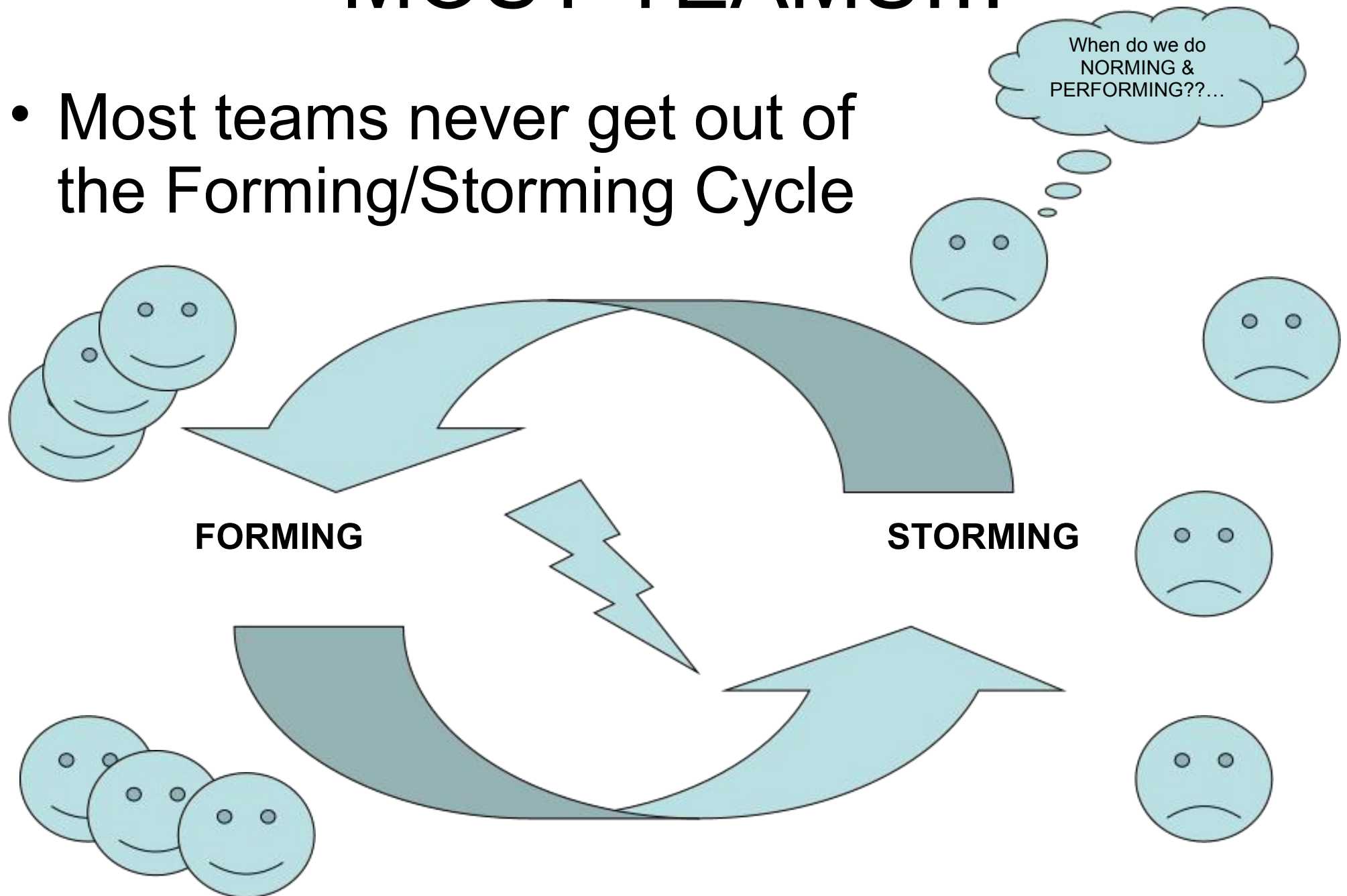
Transition –
Group Work

4. PERFORMING

Team Work

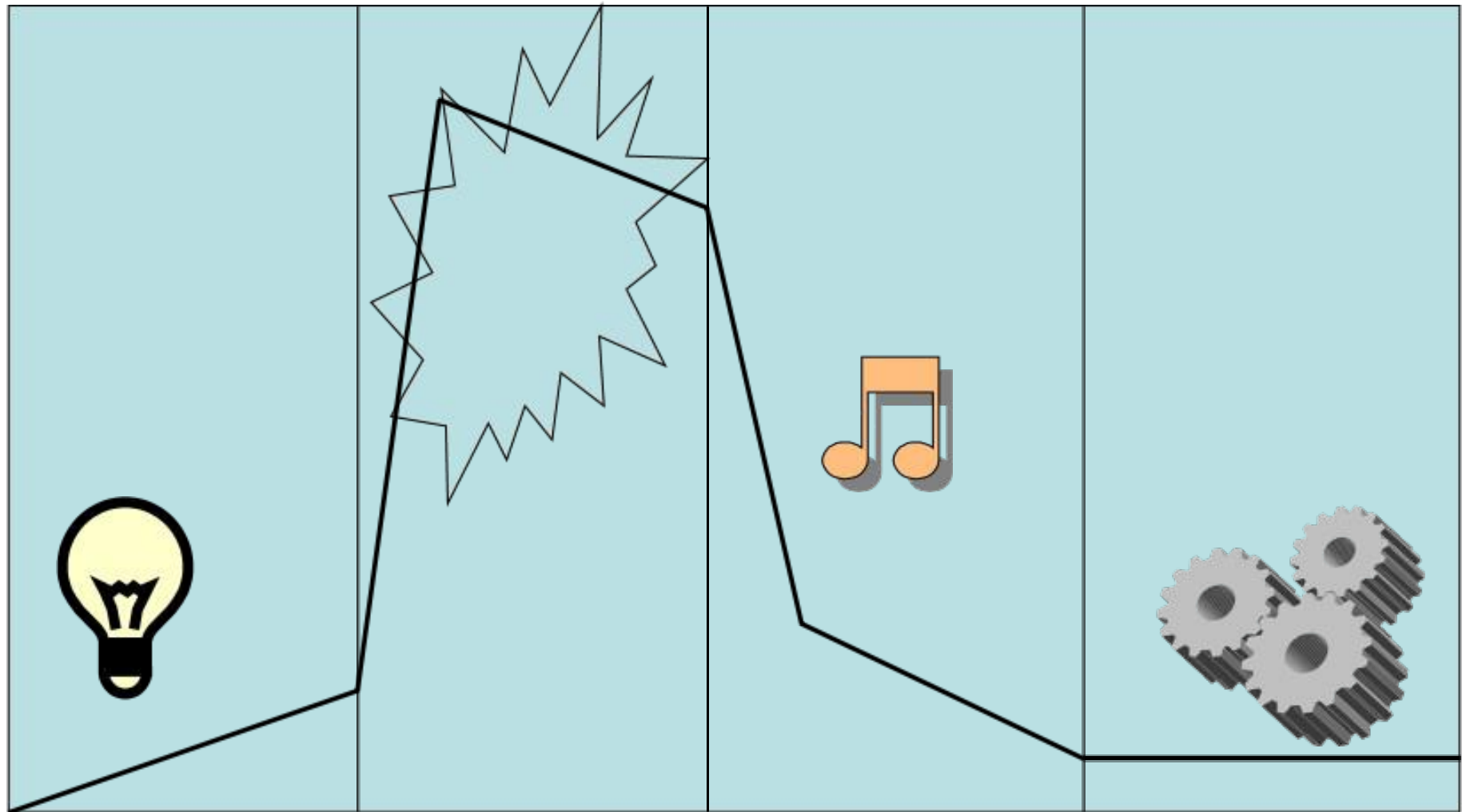
MOST TEAMS...

- Most teams never get out of the Forming/Storming Cycle



STORM THE CHALLENGE

EFFORT



FORMING

STORMING

NORMING

PERFORMING

HOW TO SURVIVE

- Work out how to talk to the leader – know their style and work with it
- Find a mentor – someone outside the team who can give you advice
- Always ask questions
- Acknowledge your fears and uncertainties – work a way around or through them
- Stick out the Storming phase – or worst case: get out

EF/1727

- What Team Stage is this Project in?
- What has to happen next?
- What are the good points? (6 of them)

Resources

FORMING-STORMING-NORMING-PERFORMING

Developed by Bruce Tuckman in 1965

Wikipedia:

<http://en.wikipedia.org/wiki/Forming-storming-norming-performing>

Other Definitions:

<http://www.businessballs.com/tuckmanformingstormingnormingperforming.htm>

Free Survey – Where is EF/1727:

<http://www.nwlink.com/~donclark/leader/teamsuv.html>

My web site

www.jeremiahjosey.com