

# STAGES OF TEAM DEVELOPMENT & ROLE OF TEAM LEADER

## **Forming/Initiation**

What it looks like:

- Moderately Eager
- High Expectations
- Anxiety: What did I get into?
- Depends on Authority

Supervisors Role:

- Foster Inclusion of all Team Members
- Clarify Mission
- Elicit Commitment

## **Management Style: Directive**

High Directive/Low Supportive

## **Storming/Dissatisfaction**

What it looks like:

- Discrepancy-Hopes vs. Reality
- Dissatisfied w/ Dependence on Authority
- Compete for Power and Attention
- Frustration w/ Tasks, Goals, Actions

Supervisors Role:

- Surface Conflict in Non Threatening Manner
- Establish New Norms/Team's Rules
- Train new Processes for Managing Conflict and Getting the Work Done Well

## **Management Style: Coaching**

High Directive/High Supportive

## **Norming/Maturation**

What it looks like:

- Resolve Polarities/Animosity
- Harmony, Trust, Support, Respect are Present
- Confidence is Building

Supervisors Role:

- Facilitate Task Improvement/Teach to Work Smarter not Harder
- Reward Team Success
- Address Violators/Conflict

## **Management Style: Supporting/Collaborating**

High Supportive /Low Directive

## **Performing/High Productivity**

What it looks like:

- Clear Communication
- Maximum Use of Members Resources
- Feelings of Interdependence/High Morale
- Shared Participation in Decision Making
- Optimal Cohesion/Synergy

Supervisors Role:

- Keep the Work Equal
- Delegate So Others Learn What You Know
- Ensure That Team Issues Meetings and Team Building Continues
- Make Sure Staff Takes Care of Themselves/vacation Time, Lunch, etc.

## **Management Style: Facilitative/Delegating**

Self Directed Team