

Team building 3

[Business](#), [Human Resources](#)



Team Building 3 An extensive negotiation is conducted of the research parameters in the initial consultation phase. The external members that are brought in for the analysis of the work done by the team and is funded by the funding body of the company yet they are supposed to present their evaluation as an unbiased outside. The role of the evaluator is that of a vehicle of change, facilitator for capacity building and critical reflection. Such a task requires a level of trust and also cooperation between the team to be evaluated and the evaluators. The evaluator collects the data required for the evaluation and analyses the same in a systematic manner so that the accuracy of the data can be validated. The team decides amongst themselves the role of each such that biased relationships are not formed with members within the organisation (Cook Mangla and Ummer, 2009). There are set guidelines that need to be followed and the evaluation team decide whether the rules have been adhered to. Post evaluation the team reports back to the funding body with critical insights into the process, activities and outcomes. Thus an external and unbiased reflection helps the company build the team more effectively and focus on the gaps so as to eliminate them in the future (W. Dyer, W. Dyer, Jr. & J. Dyer , 2007). Evaluations are thus a mix of an objective and passive task and it is necessary for the evaluator to be neutral and offer space for divergent opinions, discussions and debates.

2. The four stages of team building are forming, storming, norming and performing. When a team is initially formed there is a cordial atmosphere on the surface; however in most cases the older team members would be cautious and check whether their positions are threatened by the new

entrants. The newcomers are also excited as well as tensed; hence it is necessary to understand team building so as to maintain the balance between the old and the new employees. Since there is mix of various cultures and mentalities, soon there will be competitions between the team members. Hence as a leader, one should be able to channel the inevitable conflicts into effective development of the team and the individuals working therein (Fisher, 2000; West, 2012). The third stage entails the settling down of the team and start conforming to the set of rules and regulations of the companies. The settling down happens as now the team knows what to expect from the other members. Therefore as a good leader and guide one should be able to establish rules that the team needs to adhere to and that would create a successful and amiable environment. Post the third stage is the final stage where the team is expected to perform and be able to reach the goals. However this stage does not necessarily follow the former as the team might be stuck in the storming stage. Hence one needs to learn to make the team move past the conflicts and start working as a cohesive unit (Page and Donelan, 2003).

References

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