

# The developmental stage of a learning team



**ASSIGN  
BUSTER**

There are studies which support the concept that groups influence work behavior.

A group is composed of individuals working together towards common goals by interacting with one another and utilizing appropriate resources. They need a certain period of time for common interests to be discussed, explained and internalized so that stability and efficiency would ensue. From the cohesiveness that a group develops, a certain level of performance is achieved.

It is, therefore, the objective of this paper to identify the factors which contribute to the cohesiveness of our team and thereby assess the effectiveness of a performing team.

#### Conclusion

Groups have to be planned not only in their formation but more so in their development for them to be productive and efficient. Each team undergoes various stages of development depending on their size and objectives. The extent of cohesiveness that a team develops influences the level of performance of a group. High performing teams are influenced by factors such as mission, roles, leadership, communication, decision-making, systems/procedures, climate, rewards, and competence. It is learning how these teams evolve from a basic structure composed of individuals to a complex, performing team that makes theoretical applications of group development worthwhile.