

Theories of Group formation

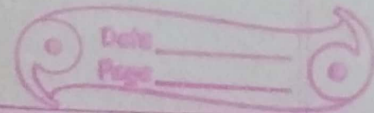
Every team goes from through the five stages of team development the first four stages team growth were:

where first developed by Bruce Wayne Tuckman & published in 1965. His theories called "Tuckman's Stages" was based on Research he conducted on team Dynamics in 1977 Tuckman jointly with Mary Ann Jensen Added a 5th stages to the four stages & it "Adjourning"

The five stages are :-

(i) forming :-

The forming stage takes place when the team first meets each other in this first meeting team members are introduced to each other. They share information about their background, Interest & experience & form first impression of each other. They learn about the project they will be working on, Discuss the project's



Objectives / goals & Start to think about what ~~Real~~ Role they will ^{play} on project team. They are effectively feeling each other out & finding their way around how they might work together. During this initial stage of team growth, it is important for the team leader to very clear about team goals & provide clear Direction Regarding the project. The team leader should be insure that all of the members are involved in determining team Roles & Responsibilities & should work with the team to help them establish how will work work together (team norms) the team is dependent on the team leader.

(2) Storming :-

As the team beignings to work together they move into the Storming Stage. This stage is not avoidable, every team most specially a new team who has never work together before goes through this part of developing as a team. In this stage the team members completes with each other

for status and for acceptance of their ideas. They have different opinion all over what should be done and who it should be done which causes conflict within the team.

As they go through this stage with the guidance of the team leader,

They learn how to solve problems together, function both independently and together as a team and settle into roles & responsibilities on the team.

The team leader to coach the

Some team members to be more assertive & other team members on who to be more effective listeners at this point the team leader to start transitioning some decision making to the team to allow them more independence but still stay involved to resolve any conflict as quickly as possible.

(iii) Norming :-

When the team moves into the norming stages they begin to work more effectively as a team. They are no longer focused on their individual goals but rather are focused on developing a way working together (process & procedure). They respect each other's opinions & value their differences, & In this stage the team has agreed on their team rules for working together, how to will information & Resolve team conflict & what tools & process they will use to get the job done. They are able to ask each other for help & provide constructive feedback. The team members begin to trust each other & actively seek each other out for assistance & Input. In this stage the team leader main not be involved in decision making & problem solving since the team members are working better together & can take on more responsibility in this areas. The team has greater self direction & is able to resolve issues

I collect as a group. The team leader should always insure that the team members are working collaboratively. I may begin to function as a Coach to the members of the team.

(v) Performing :-

In the performing stage teams are functioning at a very high level the focus is on reaching the goal as a group. The team members have gotten to know each other, trust each other and rely on each other not every team makes it to this level of team growth some teams stop at norming stage the highly performing team functions without oversight & the members have become interdependent the team is highly motivated to get the job done. They can make decision & problem solve quickly & effectively in this stage the team leader is not involved in decision making, problem solving or other such activities involving the day-to-day