

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

work of the team. The team leaders will continue to monitor the progress of the team & Celebrate ~~my~~ ^{the} shared milestone achievements with the team to the continue to build Camaraderie (सहानुभूति). The team leader will also serve as the gateway when decision need to be Reached at a higher level within the Organization.

(v) Adjourning :-

In the Adjourning Stage the project is commencing to end & team members are moving into different Direction this Stage looks at the team from the perspective of the well being of the team rather than from the perspective of managing a team through the Original four Stages of team growth. The team leader should insure that their is time for the team to the Celebrate the Success of the project & Capture based practices for future use (If it was not successful project to evaluate what happen & Capture ~~less~~ ^{lesson} learn for future Project). This also provides the team to opportunity to say good bay to each

other & wish each other luck as the pursure there next project.

Characteristics of the forming Stage :- (Introduction)

- * Exploration.
- * focus on ^{Similarities} ~~Similarities~~ & Differences.
- * first impressions are key.
- * Confusion.
- * Lower Productivity.
- * Issues of inclusion, leadership, developing trust.
- * Open Communication is must.

Characteristics of the Storming Stage :-

- * Competition
- * Strained Relationship
- * leader is Challenged
- * Tension & Disunit
- * Differences are. ~~can~~ uncomfortable.

Characteristics of the Norming Stage :-

- * Increased Choossion
- * More Collaboration.
- * ~~Emerging~~ ~~Emerging~~
- * Emerging trust

- * Issues of Strengthening Relationship, Open Communication positive / Constructive feedback.

Characteristics of the Performing Stage:-

- * Harmony
- * Productivity
- * Problem Solving
- * Shared and Participative leadership.
- * Full Development of potential.