

Shaped by One Another

The challenges and opportunities of team dynamics



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Agenda

- Introduction
- What makes a good team?
- A Motley Crew
- Getting the Best
- So what?



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Introduction

Best Team

Worst Team



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What makes a good team?

	Low Support	High Support
High Challenge	?	Team?
Low Challenge	?	?

A Motley Crew

Motley crews are, by definition, non-uniform and undisciplined as a whole. They are typified by containing characters of conflicting personality, varied backgrounds and, usually to the benefit of the group, a wide array of methods for overcoming adversity.



Getting the Best

- Belbin Team Roles
- Tuckman Team Stages
- Developing Team Spirit
- Managing the Motley Crew



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Belbin Team Roles

Role	Description	Strengths and Weaknesses
Implementer	Administrator. Keeps organisation's interests to the fore	Disciplined, reliable, and efficient. Turns ideas into actions. Inflexible, conservative, slow to respond to new ideas
Co-ordinator	Leads and co-ordinates. Ensures all views are heard and keeps things moving	Mature, confident and trusting. Clarifies goals, promotes decision making. Not necessarily the most creative team member.
Shaper	Drives the task forward. Influences by argument.	Dynamic, outgoing. Challenges, pressurises, finds way round obstacles. Prone to provocation.

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Role	Description	Strengths and Weaknesses
Plant	Source of breakthrough ideas. Contributes novel suggestions.	Creative, imaginative, unorthodox. Solves difficult problems. Weak in communicating with and managing people.
Resource Investigator	Helps the group by using contacts. Finds out where and when to get the resources.	Extrovert, enthusiastic, communicative, explores opportunities, develops contacts. Loses interest once initial enthusiasm has passed.

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Role	Description	Strengths and Weaknesses
Monitor Evaluator	Tests ideas. Assesses valid contributions and to whether the team is meeting its objectives.	Sober, strategic and discerning. Sees all the options. Judges accurately. Lacks drive and ability to inspire others.
Team Worker	Manages conflict. Maintains the group by joking and agreeing.	Social, mild, perceptive and accommodating. Listens, builds, averts friction. Indecisive in crunch situations.
Completer Finisher	Pushes group to meet deadlines. Tries to get things done and suggests conclusions	Conscientious. Searches out errors and omissions. Delivers on time. Inclined to worry unduly. Reluctant to delegate.

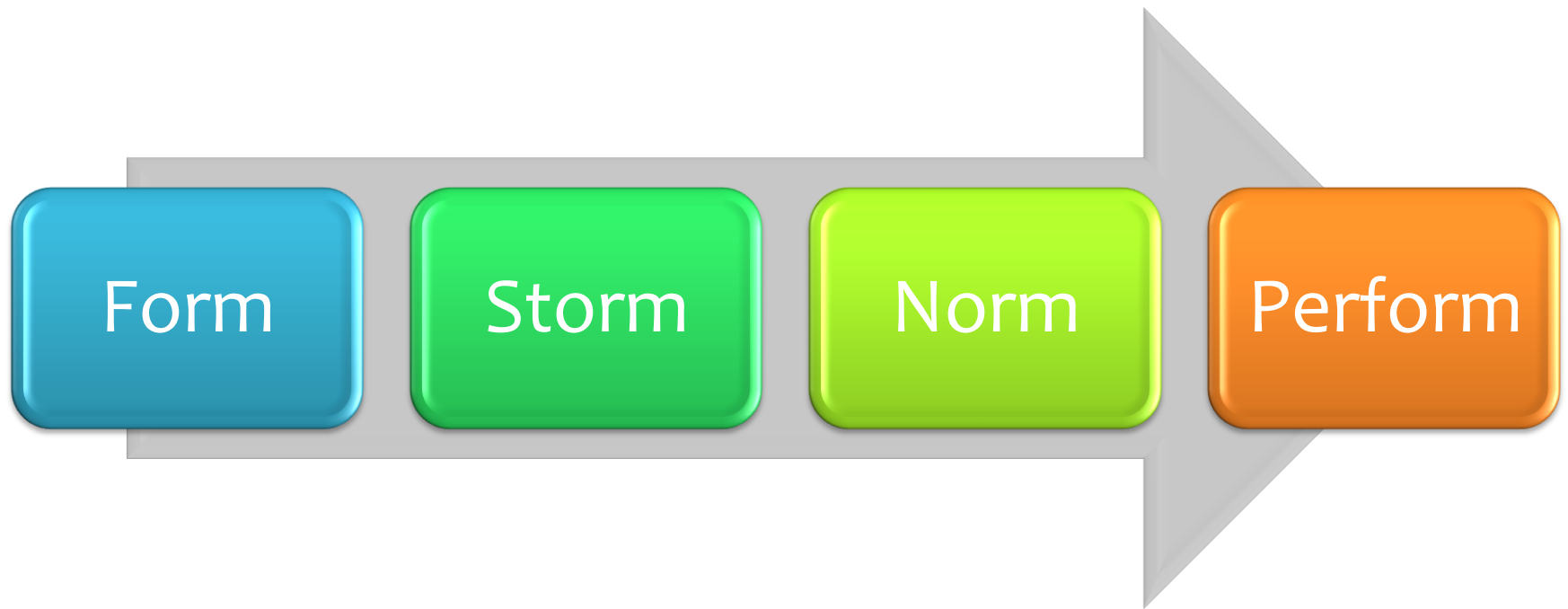
Belbin Team Roles

Implementer; Co-ordinator; Shaper; Plant;
Resource Investigator; Monitor Evaluator;
Team Worker; Completer Finisher

- Who does what?
- Strengths of the Team
- Weaknesses of the Team
- Actions for the Individual
- Actions for the Team



Tuckman Team Stages



Tuckman Team Stages



- Where are you now?
- How can you move towards “perform”?
- Have you slipped into “mourn”?
- Actions for the Individual
- Actions for the Team

Develop Team Spirit

- Romans 12
- 1 Corinthians 12



Managing the Motley Crew

- Common cause
- Embrace diversity
- Learn from tension
- Manage conflict



Managing the Motley Crew

1. Win
2. Yield
3. Withdraw
4. Compromise
5. Resolve



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Training Brief



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Christian
Training
Building up the body of Christ

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