

# People in Organisations

Employer/Employee Relations

# Teams

- Interaction
- communication
- standard behaviour
- effectiveness
- careful construction
- specialisation
- group dynamics
- Forming
- storming
- norming
- performing
- Johari Window

# Teams 2

- Behaviour known to other/analyse as public v blind
- Behaviour NOT known to others/analyse as hidden/unconscious
- clear objectives
- Leadership style
- build relationships
- trust
- some luck involved
- it takes time it's a process

# Teams 3

- What makes a successful team?
- Clear mission
- common objectives
- interdependence of members
- effective relationships
- identifiable decision-making process
- Well-motivated members
- effective leader
- well-organised, effective and constructive meetings

# Teams 4

- Also - obsessive pursuit of goals
- tenacious
- committed to quality
- know corporate culture
- inspired by a vision
- build formal and informal networks
- Driven by success
- action-orientated
- like delegation/empowerment
- credibility = influence
- work best to guidelines and not rules

# Teams 5

- Prioritise
- like leaders who are focused and keep it that way
- sustain communication even if working apart
- pride themselves on being creative, innovative and taking risks
- Constantly looking to do things better
- value people for their knowledge, competence and contribution and not just status
- can be seen as arrogant and this can be problem