



COLLEGE OF ECONOMICS
VIETNAM NATIONAL UNIVERSITY, HANOI

TEAMWORK SKILL

Chapter 2:

TEAM DEVELOPMENT





CHAPTER 2: TEAM DEVELOPMENT

Finish chapter 2, student can:

- 1. Understand The Life Cycle of Teams**
- 2. Forming**
- 3. Storming**
- 4. Norming**
- 5. Performing**
- 6. Adjourning**



FACULTY OF ECONOMICS
VIETNAM NATIONAL UNIVERSITY, HANOI

CHAPTER 2: TEAM DEVELOPMENT

1. The Life Cycle of Teams

Forming

Storming

Norming

**Perform-
ing**

**Adjourn-
ing**

cuu duong than cong. com



CHAPTER 2: TEAM DEVELOPMENT

1. The Life Cycle of Teams

Forming

Storming

Norming

**Perform-
ing**

**Adjourn-
ing**

Members

- explore the team
- avoid controversy
- be reluctant to express their opinions





CHAPTER 2: TEAM DEVELOPMENT

1. The Life Cycle of Teams

Forming

Storming

Norming

Performing

Adjourning

Members

- compete for status
- looking for rules to reduce conflict





CHAPTER 2: TEAM DEVELOPMENT

1. The Life Cycle of Teams

Forming

Storming

Norming

Perform-
ing

Adjourn-
ing

Members

- establish appropriate norms
- resolve conflict





CHAPTER 2: TEAM DEVELOPMENT

1. The Life Cycle of Teams

Forming

Storming

Norming

Perform-
ing

Adjourn-
ing

Members

- focus energy to achieve their goals (group goals)
- team morale is high





CHAPTER 2: TEAM DEVELOPMENT

1. The Life Cycle of Teams

Forming

Storming

Norming

Performing

Adjourning

Members

- satisfy (or not satisfy)
- relinquish responsibility





CHAPTER 2: TEAM DEVELOPMENT

1. The Life Cycle of Teams

Forming

Storming

Norming

Performing

Adjourning

Members

- satisfy (or not satisfy)
- relinquish responsibility





CHAPTER 2: TEAM DEVELOPMENT

2. Storming

Advantages

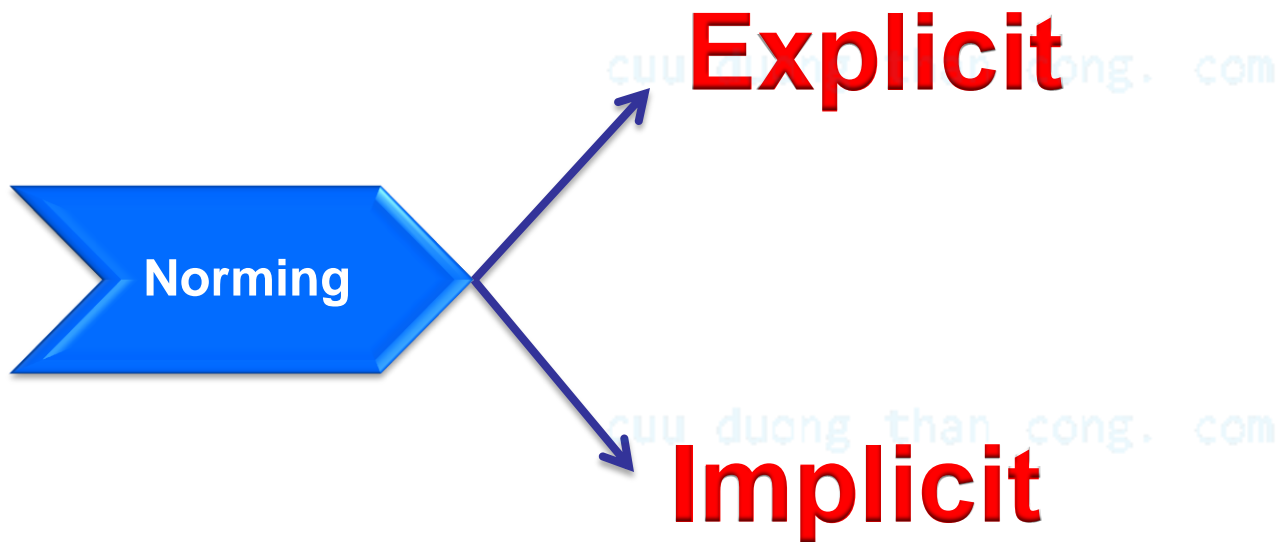


CONFLICT

Disadvantages

CHAPTER 2: TEAM DEVELOPMENT

3. Norming





COLLEGE OF ECONOMICS
VIETNAM NATIONAL UNIVERSITY, HANOI

CHAPTER 2: TEAM DEVELOPMENT

3. Norming

Interaction Norm

- How members communicate?
- What types of communication behaviors?





CHAPTER 2: TEAM DEVELOPMENT

3. Norming

Procedural Norm

How does the group
operate and run meeting?





CHAPTER 2: TEAM DEVELOPMENT

3. Norming

Status norm

Who has power and control?





CHAPTER 2: TEAM DEVELOPMENT

3. Norming

Achievement

What are group's standards?

*Expected Quality and Quantity
of work*





COLLEGE OF ECONOMICS
VIETNAM NATIONAL UNIVERSITY, HANOI

CHAPTER 2: TEAM DEVELOPMENT

3. Norming

Reward and Punishment

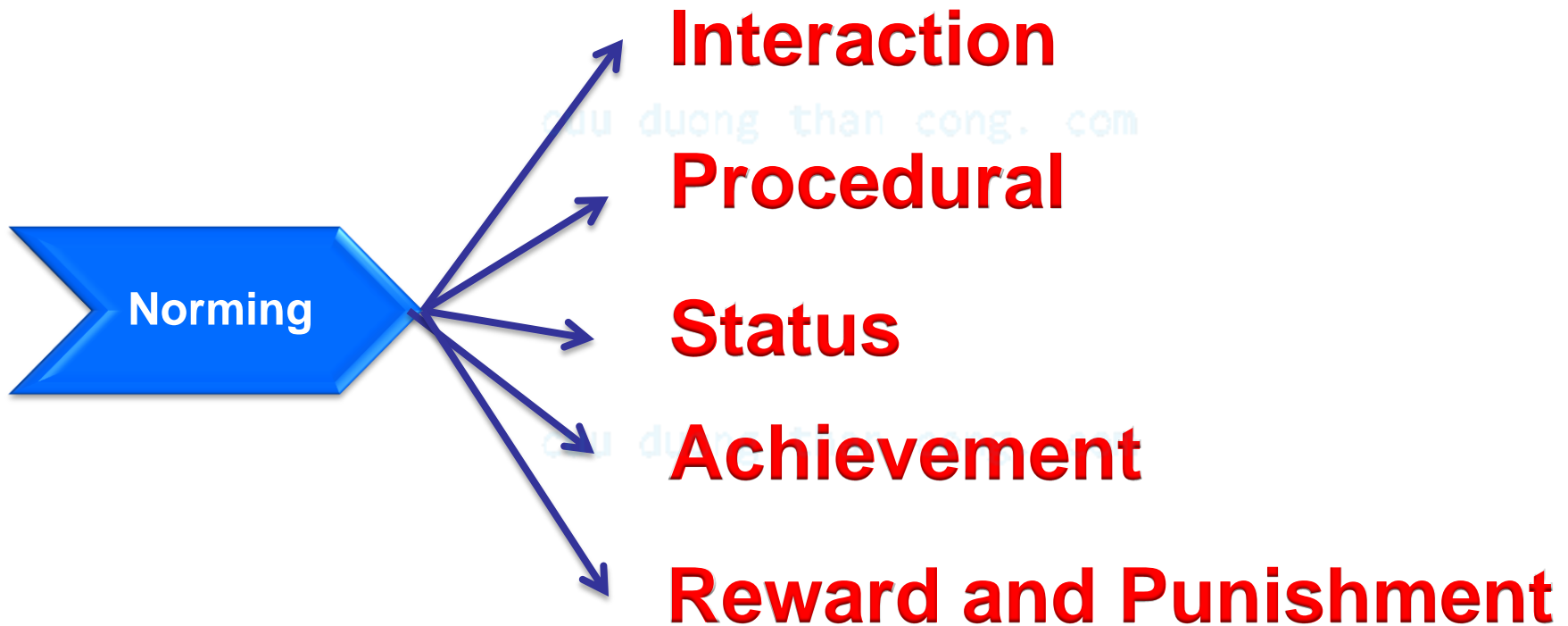
What members receive
when the work finish?





CHAPTER 2: TEAM DEVELOPMENT

3. Norming





CHAPTER 2: TEAM DEVELOPMENT

4. Performing

Balancing TASK and SOCIAL dimensions

All **work** and no **play** make you **DULL**

All **play** and no **work** make you **UNEMPLOYED**





CHAPTER 2: TEAM DEVELOPMENT

4. Performing

Member's Roles

- Initiator
- Opinion giver
- Evaluator-critic
- Energizer
- Compromiser
- Follower
- Summarizer
- Decision maker