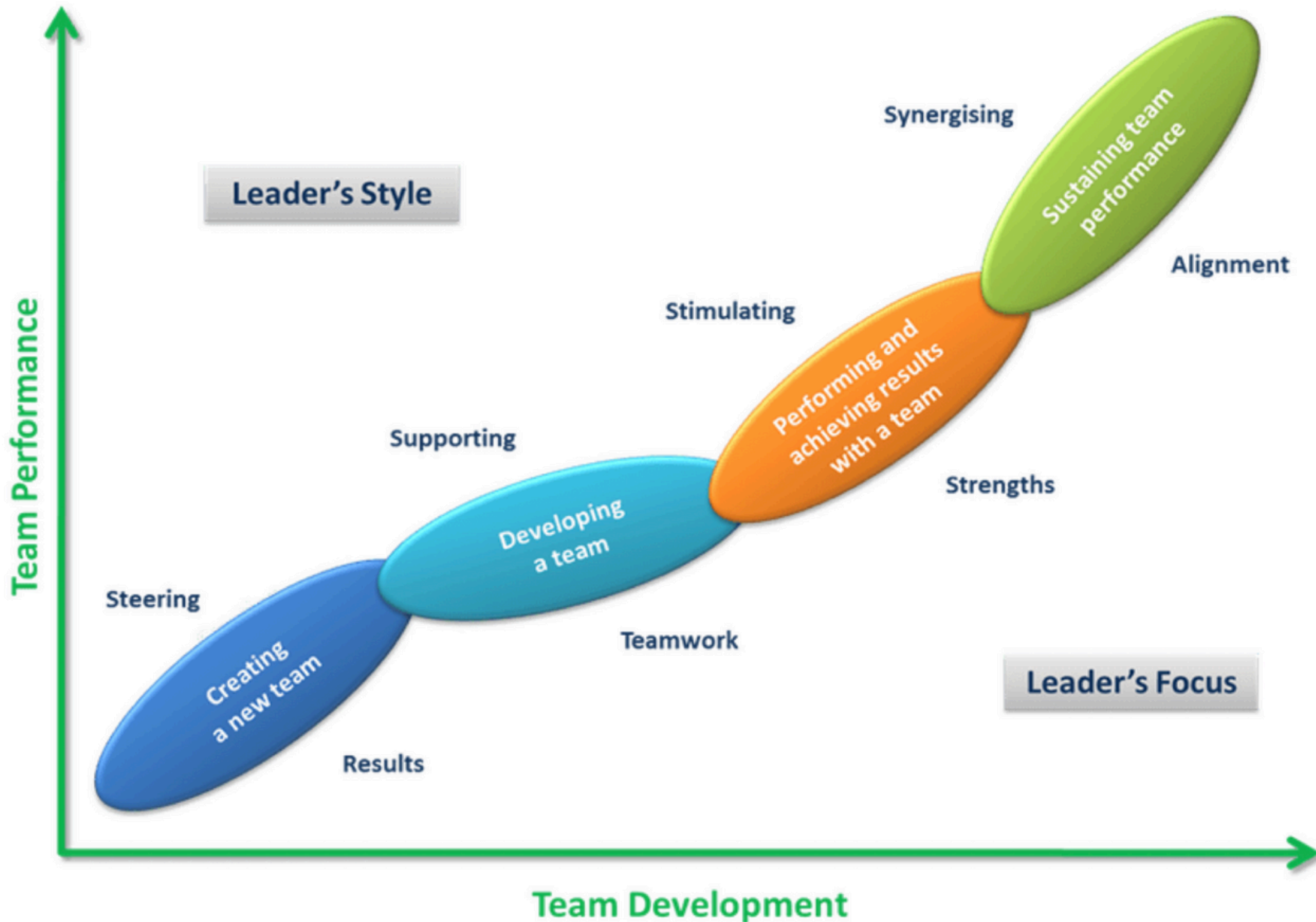


TEAM

DEVELOPMENT

MODEL

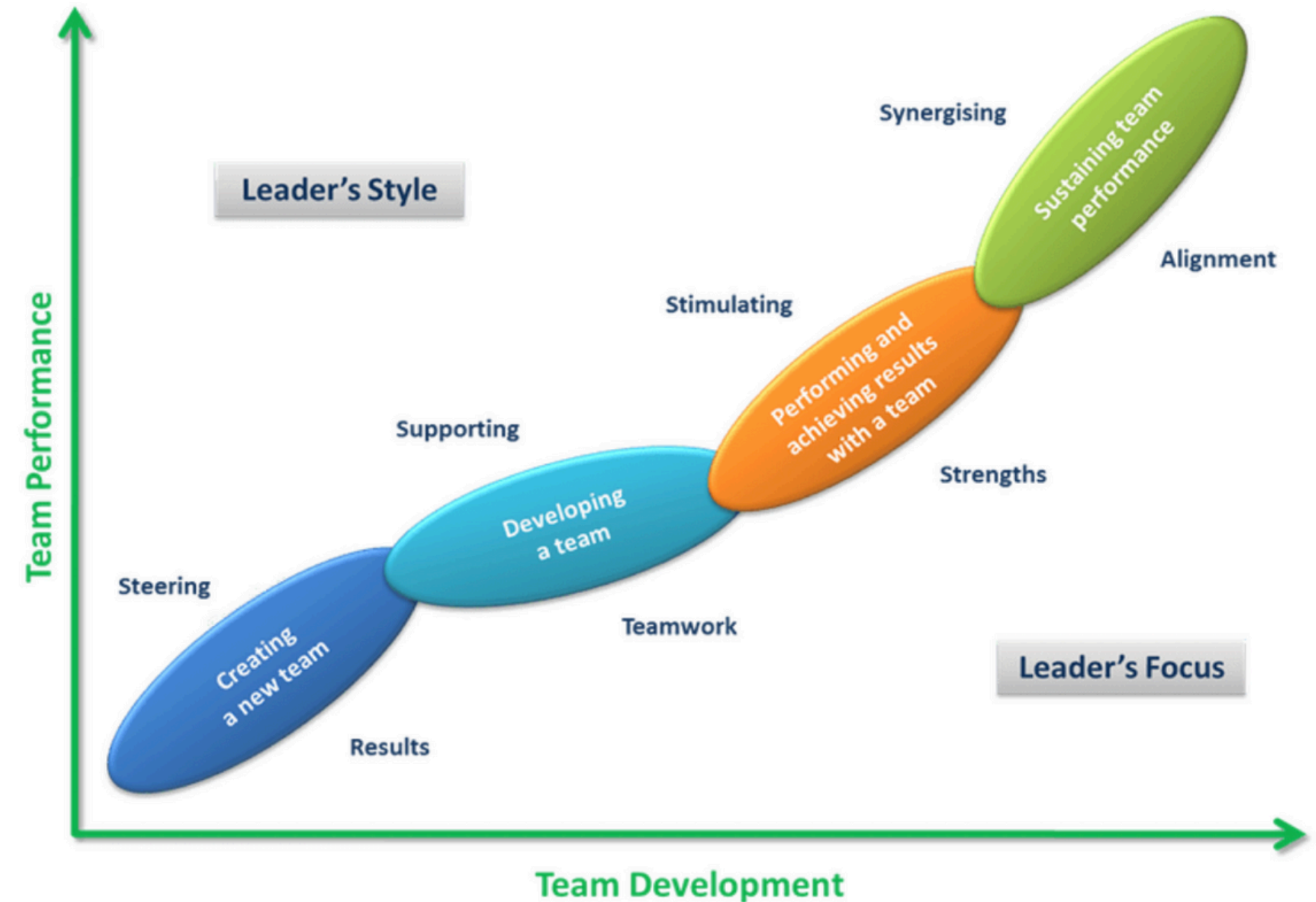


Team leadership model can help you think through how you may need to change your leadership approach for different stages of a team's development process

Teams are one of the most important situations in which leaders need to adapt different styles at different stages

The model uses the following stages:

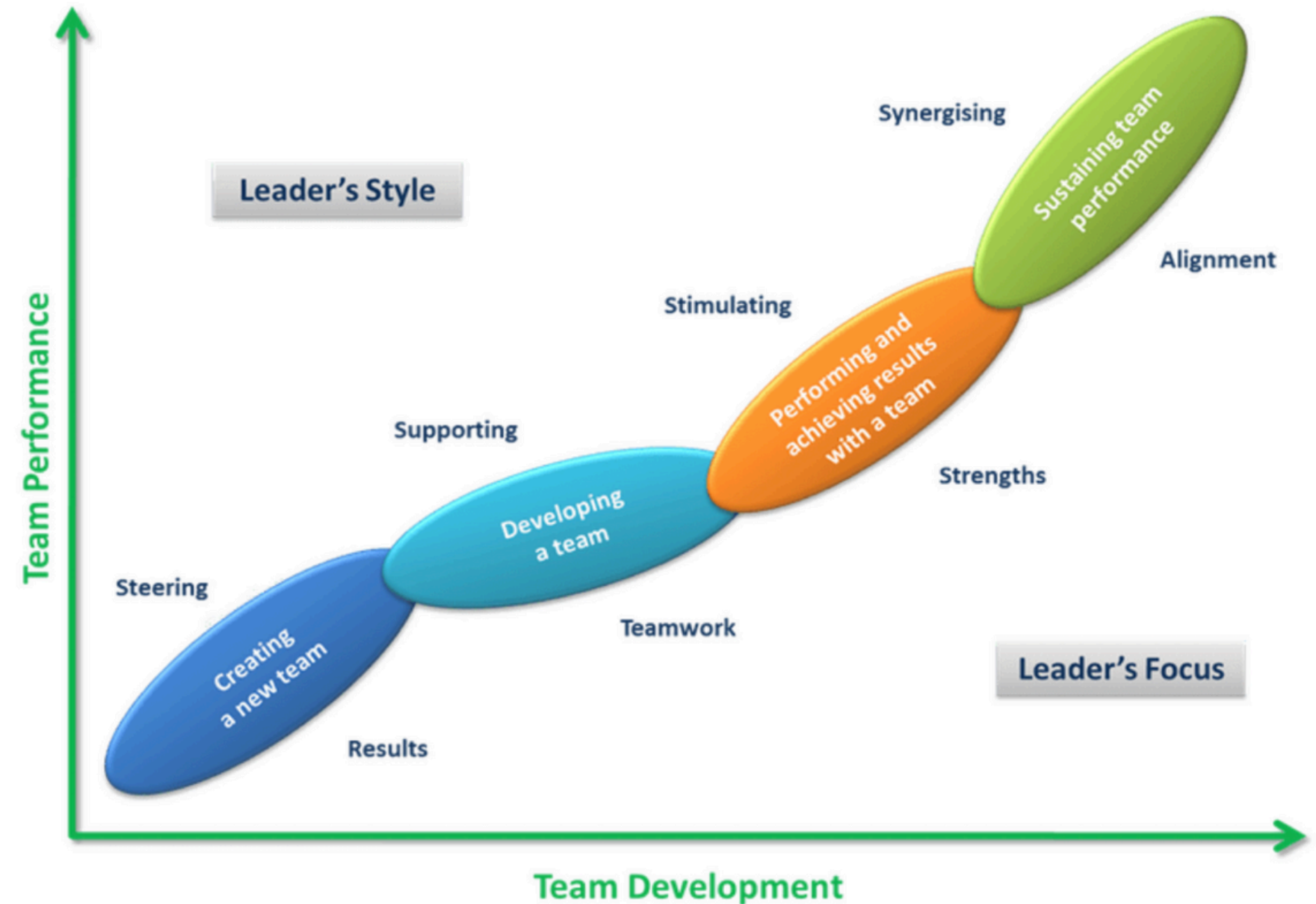
- **Creating a new team**- Forming
- **Developing a team**- Storming and Norming
- **Performing and achieving results with a team**- Performing
- **Sustaining team performance**- adjournment



STAGE: Creating a team – a new team tends to want clarity and direction as to what's the goal and how each member fits in the team. Teams tend to form more quickly when there is a clear purpose and goal to achieve

STYLE: Steering – starting a team tends to require a steering style, one where the leader provides direction without being overly directive

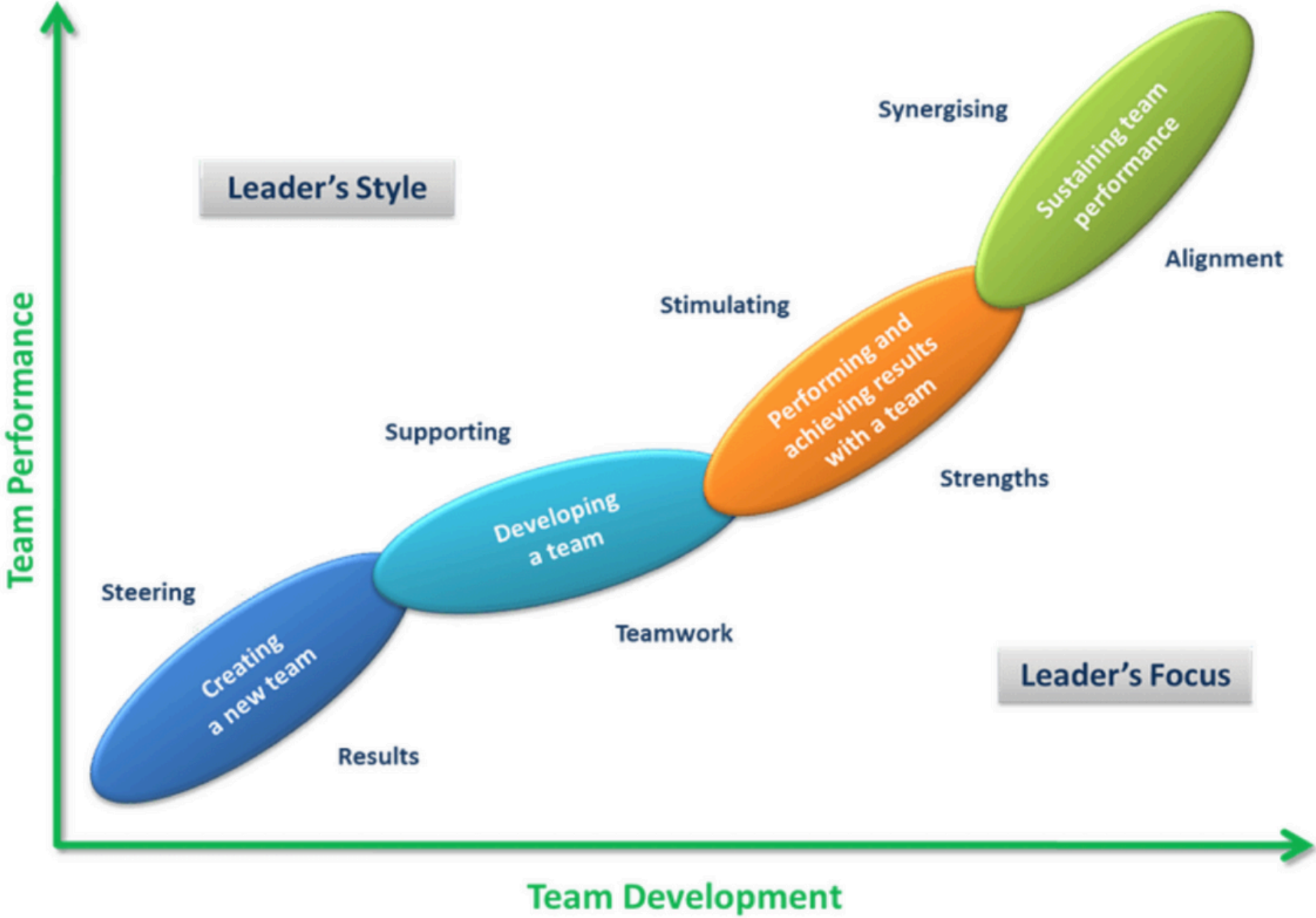
FOCUS: Results- leader focuses on ensuring all member understands the expected result/ outcome and each other's roles and responsibilities to make the team work



STAGE: Developing a team – moving a team from start-up to where it is developing into a team and begin to function as an effective team

STYLE: Supporting – helping a team come together needs a supporting style of leadership. A leader supports individuals to recognize each others strengths, how they can complement each other and resolves any tensions

FOCUS: Teamwork- Leader focuses on developing a highly functional team which has great team bonding, empowers each other to work towards the same goal



STAGE: Performing and achieving results – When teams are clear on their purpose and work well together they begin to perform and achieve results. This is usually the final step in the team project, where everyone puts in their best effort

STYLE: Stimulating – The leader prompts, encourages and challenges individuals to excel and stimulates the team to improve what they do. The leader can now help individuals to develop their strengths for the benefit of the team

FOCUS: Strengths- Leader works as a coach with team members to help them recognize their capabilities, raise self expectations and grow professionally



STAGE: Sustaining team performance – Teams need to be able to sustain their performance level throughout the duration of the project. There might be out of control obstacles at times

STYLE: Synergising – Leaders need to bring create a positive energy around learning for the long term. The idea is how can team members sustain what they have learnt, even when the project is over

FOCUS: Alignment- Leader works as a coach with team members to help them recognize their capabilities, raise self expectations and grow professionally

