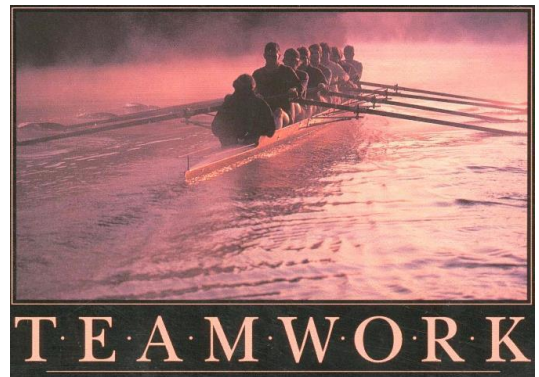


Team Work

According DEX, a team is a group of people lead by a leader, who work in the same time to a task or common action. To accomplish this teamwork, all group members need to cooperate to achieve the same objectives

From the frame point of view for teams, they may be homogeneous or heterogeneous. By homogeneity, the team will be more easily aligned with the objectives and way of working, but a heterogeneous team, even if you have conflicts, offer multiple perspectives to problems approach.



To increase team performance, according to Tuckman model, the team must go through following phases :

❖ **Forming** is the phase in which the team members begin to know each other, where you can observe the reaction of each member to pressure.

❖ **Storming**, one step painful and unpleasant, but necessary to create the team, the conflicts of ideas and opinions begin to appear

❖ **Norming** it is the phase in which the team manage to have a common goal, and team members take responsibility to work for success

❖ **Performing**, a step where not all teams succeed, a stage where teams can work efficiently and effectively even without supervision, the team members are motivated, autonomous and capable of correct decisions

