

# Tuesday's Pete's Lecture

## Teamwork

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### How Group Works:

#### Leadership

##### Autocratic

- Full control
- Direct the work done
- Orise & criticise individuals
- Does not actual work

##### Democratic

- Group consensus
- Sense of Involvement
- Choice was possible & appropriate
- May contribute as well

#### Laissez-Faire

When you take back seat, and group working, activities when group have problem, gives advises to the group

#### Leadership

- Task
  - Research
  - Evaluation
  - Direction
  - Progress
- Maintenance
  - Encouraging
  - Diffusing conflicts
  - Encouraging engagement
  - Increasing cohesiveness

## **Roles in the group**

- **Belbin identifies nice group roles or clusters of behaviour**
- **Function**

### **Shaper**

- **The shaper is a dynamic, outgoing member of the team**
- **They are often argumentative, provocative and impatient**

### **Implementer**

- **Implementers get thing done**
- **Transform discussions and ideas into practical activities**

### **Completer-Finisher**

- **Task oriented**
- **Anxious about deadlines and targets**
- **Attention to detail**
- **Difficulty delegating**

### **Coordinator/Chairperson**

- **Clam, positive and charismatic**
- **- Clarifying goals and objectives**
- **Helping to allocate roles, responsibilities and duties**

### **Teamwork**

- **Gives support and encouragement to the other members**
- **Concerned about how others are managing**
- **Team Worker sensitive**
- **Outgoing personalities and are happy to listen**
- **Usually popular member of the team**

### **Resource Investigator**

- **Strong communicator outside the team**
- **Gathering external information and resources**
- **Curious and sociable nature**
- **Open to new ideas**

### **Motivator Evaluator**

- **Tend to be clever and in emotional, often detached from other members of the team**
- **Critically evaluate and analyse the proposals**

## **Plant**

- **The Plant is an intellectual and individualistic member of the team.**
- **Innovative, creative ways of problem solving**

## **Specialist**

- **Expert knowledge in area vital to success**
- **Provides knowledge and skills in this narrow area**

## **The six thinking hats of Edward be Bono**

### **Six Thinking hats**

**Blue Hat – Process**

**White hat – Facts (looking for date, sales, etc.)**

**Red Hat – Feeling (Fears, expectations and emotions)**

**Green hat –creativity (alternatives, perceptions or new ideas)**

**Yellow hat –benefits (positively affects)**

**Black hat - Negatives (Protritional negatives)**

