PROJECT TEAM DEVELOPMENT

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Overview

My future career goal is to work as Project Manager. PMs are responsible for planning, managing, and supervising the completion of specific projects for an organization, ensuring that they are finished on time, on budget, and within scope in the broadest sense.

Introduction

A project team is a group of people who work together on a project to achieve its objectives. The project manager, project manager, and other project management team members make up this group. The project manager's position as team leader remains unchanged. The form and characteristics of a project team change from one organization to the next.

Managing Project Teams, in my opinion, is a critical topic for Project Managers to understand. You must set clear expectations about what it will be like to work on this project right from the start. It's vital that project members understand their responsibilities and the desired levels of productivity. A project may offer you with a number of new and complex scenarios, but members of the team should be engaged in dealing with these challenges. A company's endeavor will be faced with both support and resistance as it begins.

Process of Team Development

Being a Project Manager it is necessary to know the **stages for Team Development**. They are listed below:

Forming

The formation phase begins when a team is formed and members are introduced to one another. This is when the project leader describes the project's goals, timeline, and team members' roles and responsibilities. Project leaders must effectively communicate the project's aims and expectations. They should also help team members get to know one another in order for relationships to form.

Storming

During the storming phase, employees disagree over the best way to start a project or deal with specific problems. This is mostly due to variances in personality and work style. In the face of confrontation, leaders should remain calm and assist in the resolution of misunderstandings.

Leaders must support team members in learning to deal with conflict as early in the process as possible.

Norming

During the norming phase, employees get more comfortable working as a team and are less prone to conflict. This is also when they start asking each other for advice and opinions. Excessive socializing might hamper progress, while unresolved conflict from the storming phase can induce regression.

Performing

The norming phase occurs when employees are comfortable working together, have built strong relationships, and have streamlined their processes. This is also when the team is at its most productive, working quickly to achieve the end goal. During this phase, you should work as a coach or mentor to ensure that the project meets all of its goals.

Adjourning

The adjourning phase (sometimes known as the mourning phase) begins when a project is concluded. Team members may feel forlorn after a project is concluded, especially if they are reluctant to change.

Why Project Team Development?

While working on a project, we frequently learn that different personalities are involved as team members. Disagreements and confrontations are to be expected within a project team. Some conflicts aid the group in achieving its objectives and improving project outcomes. On the other hand, conflicts may obstruct collective performance. Two members, for example, may be trapped in a design trade-off involving two different product attributes. They explain that their favorite feature is precisely what the key customer is looking for. Some conflicts aid the group in achieving its objectives and improving project outcomes.

Conclusion

While workplace conflict is unavoidable, there are strategies for dealing with it effectively. Before making the necessary repairs, project managers should acknowledge their presence. They

should ensure that everyone on the team puts their personal vendettas aside and focuses on the big objective. Clarifying the perspectives of all project participants might assist you in determining whether the conflict stems from isolated opinions or is shared by other team members. Because everyone understands that the most essential objective is to complete the project successfully, each team member should ensure that the resolution plan they provide is beneficial to all parties involved. Conflicts can be straightforward at times and complex at others.

Project Team Development is the skill I believe is most important for my work as a Project Manager.

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