Tuckman's model

Navigating a Team's Development

By Soufiane El Alaoui

Tuckman's Model

Step by Step

Creating a **high-performing team** is a critical component of achieving success in any organization. However, building a team that can **work together cohesively and efficiently** is no easy task. It requires a deep understanding of **team dynamics**, **effective communication skills**, and a strategic approach to **team development**.

In this ebook, we will explore the **leadership styles** that are adapted to one of the most widely used models for team development: Tuckman's Stages of Group Development. Developed by psychologist **Bruce Tuckman in 1965**, this model has become a staple in team-building programs and management training courses worldwide.

The Tuckman model describes five stages of team development: forming, storming, norming, performing and adjourning. These stages represent the **typical sequence of events that occur when a group of individuals come together to work on a task or project**. Understanding these stages and the challenges associated with each can help managers and team leaders facilitate more effective team development.

"Coming together is a beginning. Keeping together is progress. Working together is success."

Henry Ford

Whether you are a team leader, manager, or simply a member of a team, this ebook will provide valuable insights into the complexities of team development and offer actionable strategies to help you build a team that can thrive in any environment.

Tuckman's Model

Adapting your leadership

Development Stage		Leadership Style	
Forming	▪ Introductions and hesitation to engage ▪ Understanding of roles and responsibilities	Affiliative or Coaching	▪ Building trust with the team ▪ Recognizing their fears, personality, skills to improve upon and strengths
Storming	▪ Conflicts arise, members push back against each other's ideas ▪ Members try to gain influence / challenge the leader	Transformat-ional or Democratic	▪ Valuing everyone's input ▪ Putting emphasis on problem solving and collaboration ▪ Setting clear goals and expected behaviors
Norming	▪ Collaboration, respecting each other's strengths and weaknesses ▪ Trust, sense of belonging is nurtured	Democratic or visionary	▪ Outlining a long-term vision, communicating it effectively ▪ Building trust, inspiring others to follow through cooperation
Performing	▪ Fully functional team ▪ Productivity at its highest by focusing on efficient goal achievement	Servant or Visionary	▪ Same as above, ▪ Putting the team first focusing on support and collaboration