Artificial Intelligence Project 1

Week 3 Lecture 1

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Team Formation and Dynamics

All teams goes through stages of development

For teams to be high performing, they must understand the *dynamics of team formation*

Tuckman's Framework (Bruce W Tuckman 1960s) is very useful for this

Four stages of development:

1. Forming
2. Storming
3. Norming
4. Performing

Stage 1 - Forming

Feelings:

- Excited to be part of the team

- Eager about the work ahead

- High positive expectations

- Anxiety about team fitment and performance

Stage 1 - Forming

Behaviors:

- Lots of questions from team members about

  - About the new team

  - About their role and fitment

Stage 2 - Storming

Feelings:

☐ End of early excitement and expectations

☐ Frustration/Anger about team's processes/progress

☐ Concerns about not meeting team's goals

Stage 2 - Storming

Behaviors:

- Less polite interactions
- Frequent disagreements and arguments about goals and solution approach
- Lack of trust among members

Stage 2 - Storming

Team Tasks:

- Refocus on goals
- Breakdown large goals into smaller achievable ones
- Try to re-define the goals to avoid confusion

Stage 3 - Norming

Feelings:

- Less discrepancy between individual and team expectations

- Increased sense of comfort in expressing their ideas and feelings to the team

- More willingness to accept view points of others in the team

- Constructive criticism is both possible and welcomed

Stage 3 - Norming

Behaviors:

- Members making conscious effort to resolve problems and achieve group harmony
- More frequent and meaningful communication among team members
- Increased willingness to share ideas or ask teammates for help
- Members return their focus to team tasks and follow established team rules and processes

Stage 3 - Norming

Team Tasks:

- Increase in productivity, both team individual level and team level
- Evaluation of team processes and productivity

Stage 4 - Performing

Feelings:

- Members feel satisfaction in team's progress

- Aware of own's and others strength and weaknesses

- Feel attached to the team

- Feel confident in their individual abilities and that of teammates

Stage 4 - Performing

Behaviors:

- Able to solve problems together

- Roles of the members become more fluid

- Differences among members are appreciated and leveraged for the team performance

Stage 4 - Performing

Team Tasks:

☐ Make significant progress towards team goals

☐ Continue to deepen their knowledge and skills

☐ Celebrate team accomplishments

Resources for Further Learning

- Forming Storming Norming Performing: Successful Communication in Groups and Teams (Third Edition) by Donald Egolf and Sondra Chester