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Discussion Area

Tuckman’s Team and Group Development Model had been discussed in the key assignment. It consists of 5 basic steps i.e.

1. Forming
2. Storming
3. Norming
4. Performing
5. Mourning and Adjourning

The model originally had 4 stages, 5 and last stage i.e. mourning was added afterwards. Tuckman used this model to define the path that the teams adapt for high quality performance. Before following all these steps, there is a process a team must go through as a preparation for working together. For example establishing leadership, getting to know the team and developing a relationship, communicating a clear line of hierarchy, getting all the team members to share their experiences, sharing an overview about the task and information about expected goals to achieve, providing an atmosphere to the team for an open communication. (Brandon, 2019)

The managers and team leaders must develop productivity and trust in the group through different activities and training. Managers must keep a friendly relationship with the team while establishing leadership. It is important that the newly build team has the trust factor between them because they are going to work together, towards same goal for a long period of time. It is really important to conduct fun activities once a month in an organization to keep the team motivated. Once the team is put to work, it is important for the management to check their performance on regular basis. (Costa, 2017)

New team needs constant guidance regarding the projects so it must be given a feedback on its performance after every 3 months to improve overall productivity. The process of evaluation must include a number of basic steps i.e. analyzing the results, check if the project is moving towards final goal, see if the team members are comfortable working together and their chemistry matches, make recommendations and measure again. (Garner, 2015)

# References

Brandon, C. (2019). Forming, Storming, Norming, and Performing. *Mind Tools*, 456-458.

Costa, A. C. (2017). Measuring trust in teams. *European Journal of Work and Organizational psychology*, 134-145.

Garner, H. (2015). Team Effectiveness Assessment. *Mind Tools*, 89-100.