

Transition

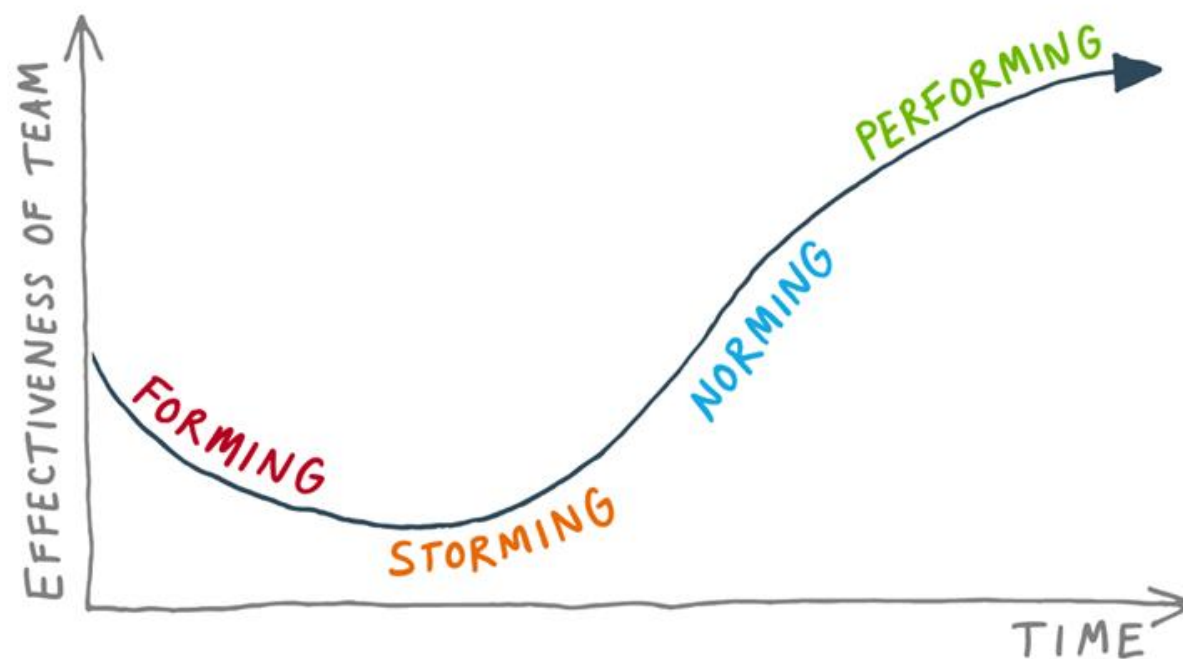
The Life Cycle of a Team



STAGES OF TEAM DEVELOPMENT

SOURCE: BRUCE TUCKMAN

LEAD
50 models for success



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What are we talking about?

a group of people transition from a collection of individuals to a fully functioning team

Stage	Description
Forming	They 'form' as they come together and start their collective work
Fighting	They 'storm' as they work out what needs to be done, who's responsible for what and how they're going to relate to one another
Figuring	As they come to agreement, they start to agree on 'norms'
Flourishing	With these in place they can then focus on the goal and begin to 'perform'

Stage 1: **Forming** (forming)

- Teams come together as a collection of individuals who are trying to achieve a specific task
- The roles within the group are assigned or assumed unofficially
- Informal rules are established not so much by discussion but by default as things develop
- The rules and expectations aren't stated but are nevertheless predictable

Stage 2: **Fighting** (storming)

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- The team begins to lose motivation and enthusiasm and they can become somewhat disillusioned and jaded
- People start arriving later for meetings and slower to get on top of problems or solve issues
- Team members will be confused or unsure of their roles and purpose
- Frustrations will mount because some team members will still be unclear of their roles
- This is normal but needs to be addressed
- These things are caused by lack of clarity, an awareness that skills are not yet sufficient, or they've forgotten the vision



Stage 3: Figuring (norming)

- Individual members will start to settle into their roles and the team will begin to own and understand their responsibilities
- Different personalities begin to gel
- Team gets into a groove where teamwork becomes more natural and trust grows quickly
- They will be able to achieve more and move faster at this stage than they have before
- They'll be able to handle change and unexpected circumstances with less disruption
- Individuals will begin to see what the team as a whole is accomplishing and how it's functioning
- What the team achieves will become more important than their own individual contribution

Stage 4: Flourishing (performing)

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- The team begin to fire on all cylinders
- People really catch and own the vision and understand their place and role within the team
- Processes will happen with minimal fuss or blockages and deep trust will form between team members
- The team will begin to identify problems and find solutions without blaming others or taking it personally
- More is achieved with less effort
- Confidence is high as people perform roles naturally without having to consciously think through their steps
- Motivation and enthusiasm are high as people are confident in their skills and see what they do as valuable
- Team members love being a part of this team with these people

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Stage	Description	Team	Leader
Forming	They 'form' as they come together and start their collective work	Who are we and why are we here?	Recruit with vision and provide clarity in terms of roles and purpose
Fighting	They 'storm' as they work out what needs to be done, who's responsible for what and how they're going to relate to one another	What are we doing and why isn't this working?	Observation, analysis and intervention and encouragement
Figuring	As they come to agreement, they start to agree on 'norms'	I think we're beginning to get the hang of this	Observation, encouragement and reminding them what they're accomplishing
Flourishing	With these in place they can then focus on the goal and begin to 'perform'	Look at what we're doing!	Get out of the way, you're your hands off but cast the occasional eye

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