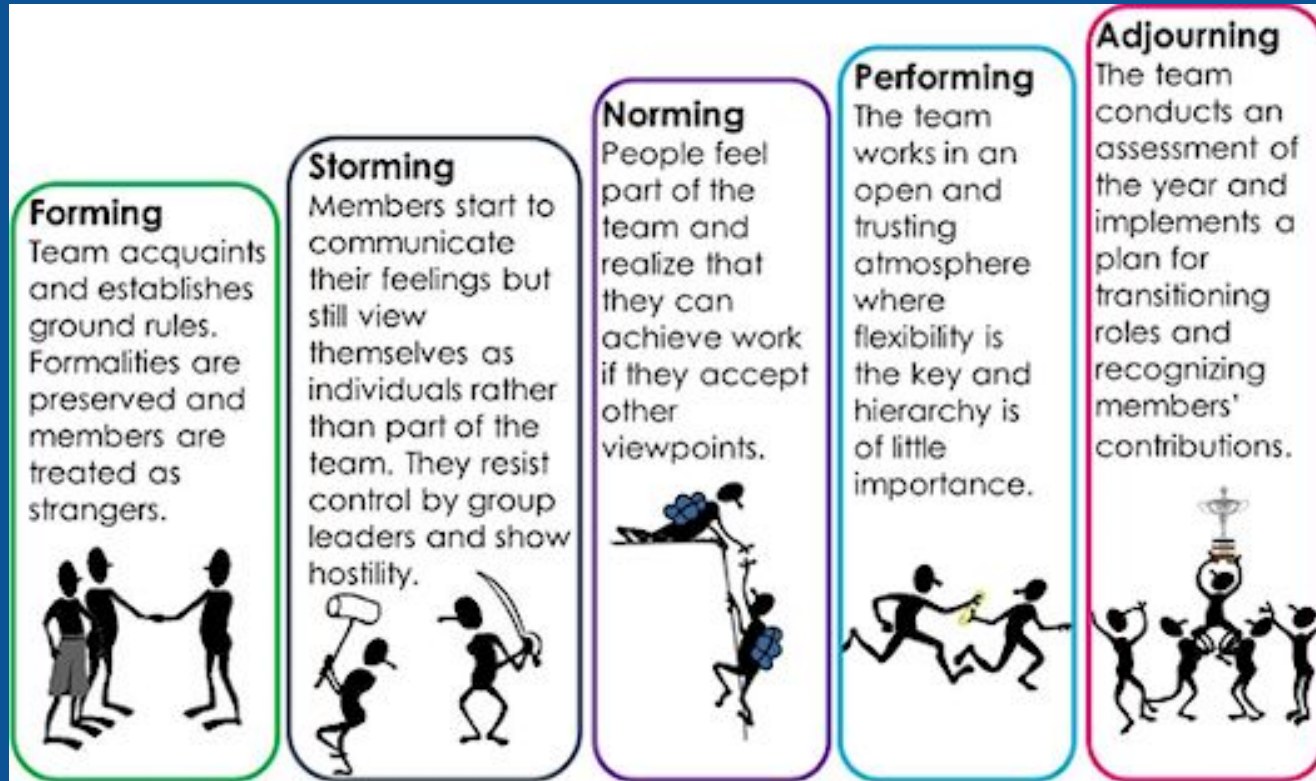


Leading Your Team to the Next Level

Presented by: College of Agriculture and Environmental Sciences Aggie Ambassador Officers

Tuckman's Model



Bruce Tuckman



Tuckman's Stages for Group Development (1965)

Each phase is *necessary* and *inevitable* in order for the team to grow

This model allows teams to:

- Face up to challenges

- Tackle problems

- Find solutions

Stage 1: Forming

People come together & get to know each other

Teams are formed

Teams establish ground rules and expectations

Behavior is driven by a desire to:

be **accepted** by others

avoid controversy/conflict

Activity: Commonalities

Partner up!

With your partner, identify 3 unique items you both have in common

DIG DEEP

When you and your partner have found commonalities, raise your hands.

Find another group of 2 ready to form a group of 4

Identify 2 things you all have in common

Can't repeat what you already have!

When your group of 4 has found commonalities, join another group to

Forming: Some things to notice

Everyone is nervous and courteous

Each person acts as an individual, rather than identifying as a team

Comments for improvement are phrased in safe “we” and “maybe” language

“I do my part. I hope you do yours.”

Stage 2: Storming

Necessary to the growth of the team

Can be unpleasant and even painful to those averse to conflict and group projects

Important to have:

Tolerance

Clarity of purpose

Inclusion

Activity: Hula Hoop

Form a circle with your previous group of 8

Hold the hula hoop at waist level with two fingertips

The goal is simple:

Lower the hula hoop to the ground at the same time

The hula hoop must remain level!

Storming: Some things to notice

People point out who is letting the team down

Typically not directly to that person at first

Comments become direct & disagreements grow stronger

“I’m doing my part. Why aren’t you doing yours?”

“I hate your differences.”

Stage 3: Norming

Individuals begin to work as a team

The team communicates common goal and comes up with a collaborative plan

Some may have to give up their own ideas and agree with others to make the team function

All team members take the responsibility and have the ambition to work for the success of the team's goals

Activity: Bonk your team to the next level

With your same group of 8, form another circle with another group of 8.

There should be 2 large circles

Challenge: Achieve the fastest time

Round 1: Both groups will go at the same time

Round 2: Each group takes turns, while the other has a chance to watch their ideas

Norming: Some things to notice

Team members request specific things of each other
People cooperate and coordinate explicitly as needed
Comments are about getting help to get stuff done

“We are doing the work. Thanks for the help.”

“We work through our differences.”

Stage 4: Performing

Teams function as a unit

Find ways to get the job done smoothly and effectively without negative conflicts or the need for external supervision

Positive conflict is an important part of the creative process

This is where better and innovative ideas come from

Teams are motivated, knowledgeable and ready to handle the decision-making process to accomplish goals

Activity: The ultimate bonk

As a large group, discuss what are the best tactics for getting the bonks around the circle the fastest.

Try out your ideas!

Can you do it faster?

Performing: Some things to notice

Team members know each other's weaknesses and fill in the gaps for each other without discussion

Team members hold each other accountable and willingly give account for their successes and failings

Comments are about the work and getting the job done

“We are awesome. Let's do more stuff!”

“Our differences make us stronger.”

Adjourning

All good things must come to an end

This is the final process

Reflection of projects happens here

Evaluation

Looking to the future towards new projects and goals

Discussion

Using Tuckman's Model, discuss in your group of 8 how you would relate Tuckman's model successfully into your future group projects?

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“We develop exceptional leaders through unique opportunities by promoting the College of Agricultural and Environmental Sciences to potential students, peers, campus community and our society.”

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