

Team development: Agile in Acceleration?

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Objectives



- See ourselves in the workplace
- Unpack team formation and dynamics for success
- Gain insights on how to stay accelerate

Today's workplace



Millennials @ work...



Millennials @ Workplace



MOST IMPORTANT FACTORS OF JOB SATISFACTION



BEST WAY MILLENNIALS BURNOUT STRESS



shinefographics

For more details visit www.shine.com



facebook.com/shinedotcom



twitter.com/shinedotcom

Millennials @ work...



MILLENNIALS

.....● want to be collaborators and team players. ●.....



Millennials want managers who are friendly but are less likely to say that they value those who go to bat for them.

88
percent

prefer a collaborative work culture than one driven by competition.

88
percent

want "work-life" integration.

Millennials @ work...



MILLENNIALS

are mobile.



71 percent of them would like to work abroad. This speaks volumes on whether employers offer a chance to train overseas or get assigned abroad.



Millennials @ work...



Team vs Group



A Team



- A group of individuals working together to achieve a common goal

A Group



- A collection of individuals who have regular contact and frequent interaction, mutual influence, common feeling of camaraderie
- Task

Build a great team



Team formation

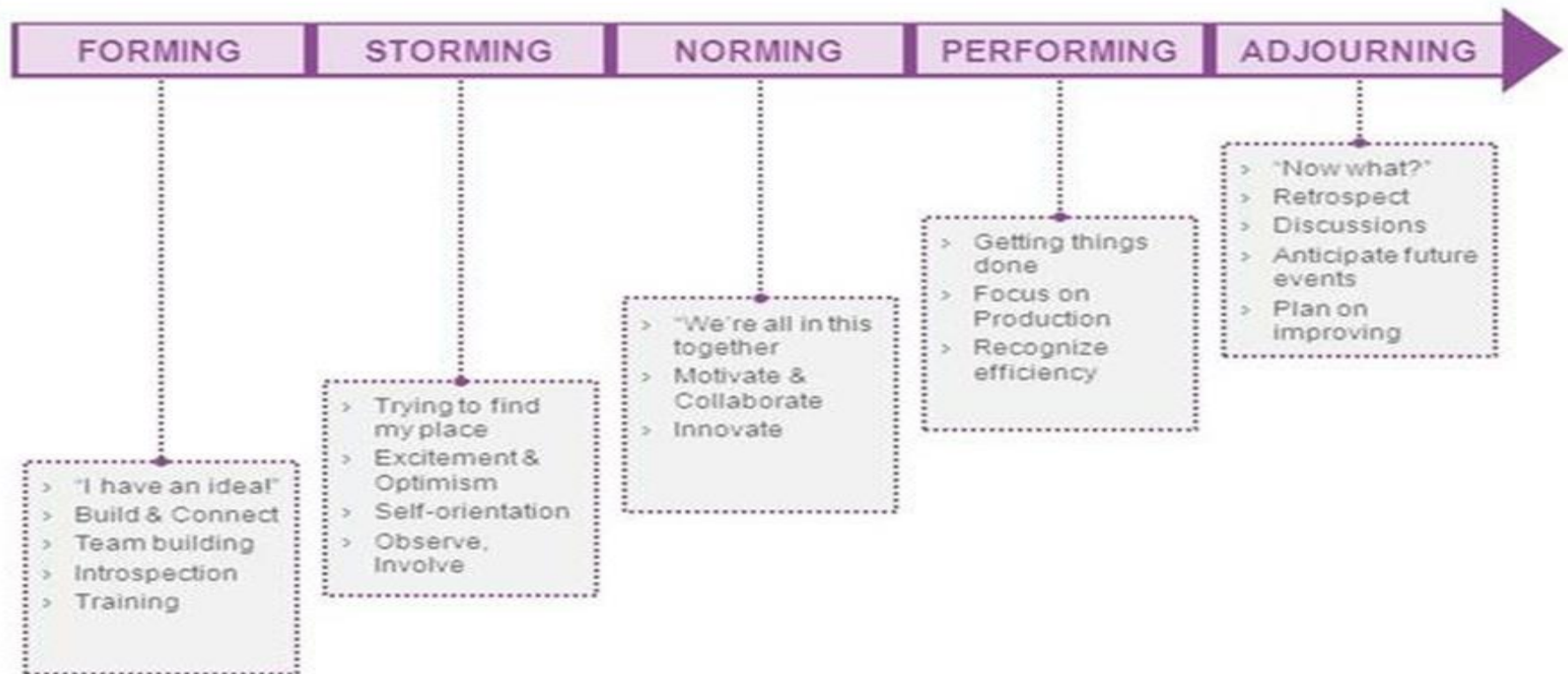
Tuckman's Team & Group Development Model



Team formation

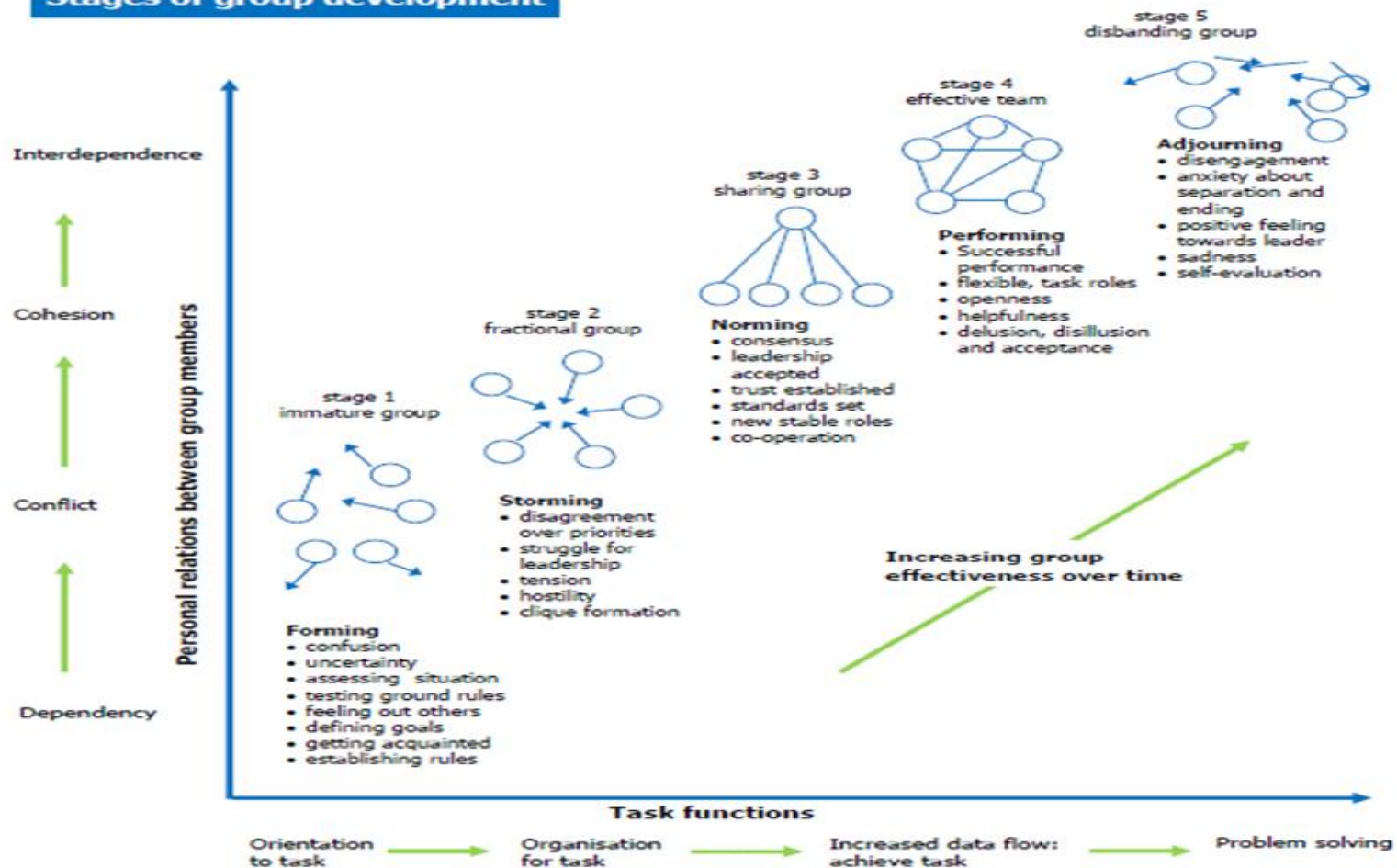


Bruce Tuckman's Team Development



Team formation

Stages of group development



Team formation - leadership



Bruce Tuckman's Model of Team Development

Stage	Characteristics	Team leader role
Forming	Team meets (formation); begins collective work	Outlines mission; looks for agreement on team roles, rules, guidelines for decision-making
Storming	Team deals with confusion and conflict over goals, decision-making, roles and control	Facilitates discussion; ensures common understanding of agreements
Norming	Team accepts goals, roles, rules; works positively	Encourages norming process; supports and coaches; celebrates success
Performing	Team focuses on achieving goals; personal growth for team members; conflict handled positively	Encourages high performance; facilitates communication; celebrates success

(University of Wales, 2016)

An effective team



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In-effective team



Effective – Ineffective?



Characteristics Of Effective And Ineffective Teams

Effective

Power Base

- Shared by all
- On competence
- Contribution to team

Motivation

- Commitment to goals set by team
- Belonging needs satisfied
- More chance for achievement through group

Rewards

- Based on contribution to group
- Peer recognition

Ineffective

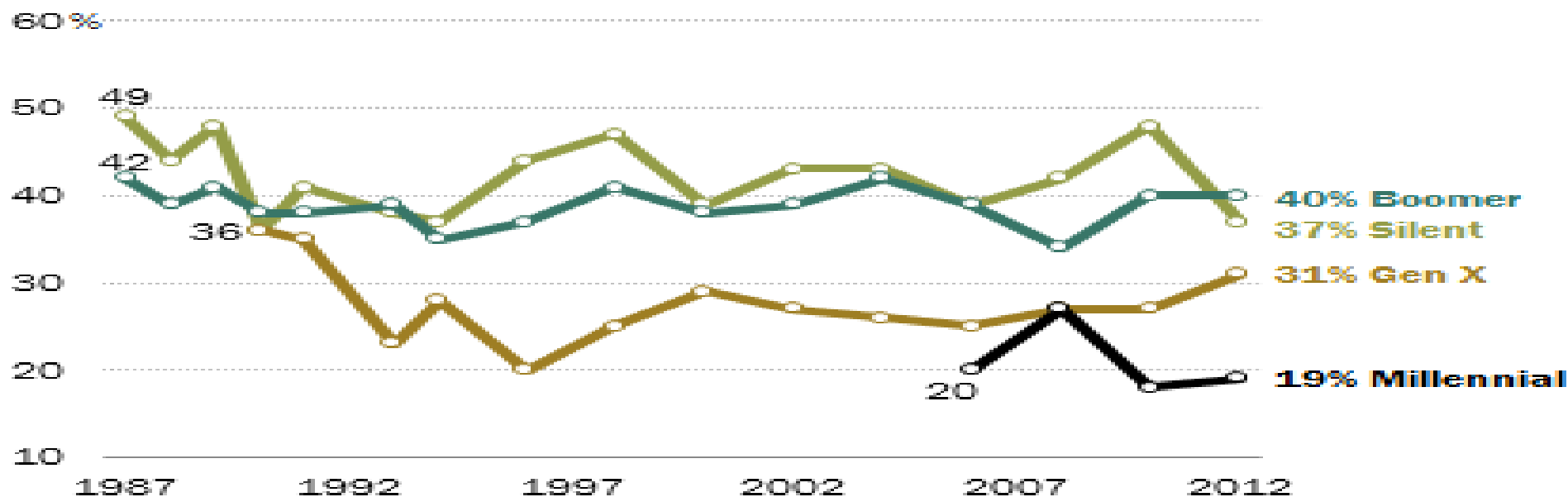
- Hoarded
- On politicking, alliances
- Pragmatic sharing
- Contribution to power source
- Going along with imposed goals
- Coercion and pressure
- Personal goals ignored
- Individual achievement valued without concern for the group
- Basis for rewards unclear
- Based on subjective, often arbitrary appraisals

Acceleration tips



Millennials Less Trusting of Others

% saying that, generally speaking, most people can be trusted



Question wording: "Generally speaking, would you say that most people can be trusted or that you can't be too careful in dealing with people?"

Source: General Social Survey data, 1987-2012

PEW RESEARCH CENTER

Acceleration tips



Acceleration tips

MILLENNIALS

are technology and social media savvy.

They switch their attention between media platforms such as laptops, smartphones, and tablets **27 times per hour on average** while previous generations only averaged 17 times.

More than 41 percent prefer to communicate through electronic channels than face-to-face or on the phone.



Acceleration tips



Hilton

HILTON: A BEST WORKPLACE FOR MILLENNIALS

Making up more than **36%** of the company's workforce, here's why Hilton is a great workplace for Millennials:

EXCITING GLOBAL OPPORTUNITIES



DYNAMIC DEVELOPMENT & RECOGNITION



INNOVATIVE ENVIRONMENT

Constant innovation to improve travel experiences



WORLDWIDE TRAVEL PERKS

For Team Members, family & friends



INDUSTRY-LEADING BENEFITS

To support work-life balance



MEANINGFUL WORK

Robust Corporate Responsibility

300,000+
Team Member volunteer hours per year



Acceleration tips



MILLENNIALS

are entrepreneurial.



claim to want to be their own boss.




started a business in college.



felt entrepreneurship education was vital in the new economy and job market.



started a side business.

MANILA RECRUITMENT 
Talent Guaranteed

Acceleration tips



How to Care for Millennials

- | | | | |
|---|----------------------------|----|---------------------------------|
| 1 | Use IM or text | 6 | Provide FLEXIBILITY |
| 2 | Give awards / certificates | 7 | Be MOTIVATIONAL |
| 3 | Value Civic Duty | 8 | CARE about their Personal Goals |
| 4 | Be COLLABORATIVE | 9 | Promote Volunteerism |
| 5 | COACH and support them | 10 | Value their TECHNICAL SAVVY |

Acceleration tips



- **Model Excellence**
- **Open and Honest Communication**
- **A Supportive Environment**
- **Understand the Expertise**
- **Celebrate Success**

In summary



- a) Know yourself. What makes you tick?**
- b) Let your team leader know what makes you tick**
- c) Be open minded, open to feedback**
- d) Know where you fit within the team**
- e) Know where the team is going**



Discussion in plenary



Contacts



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Others	<ul style="list-style-type: none">• Career Coaching, Resume Writing & Mentoring• Session moderator at Conferences, Seminars & workshops• Board profiles