Team-Building

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**Team Building**

**Identify and read the teambuilding information in the 5th edition of the PMBOK® Guide.**

Tuckman describes a team-development that has five stages: forming, storming, norming, performing, and adjourning.

**Forming:** It’s the beginning phase where team members first meet and learn about the project, their formal roles and responsibilities.

**Storming:** In this phase, the team begins to address the project tasks. They begin to make technical decisions, and the project management approach. In this phase members should keep in mind that they must find ways to collaborate and work out different ideas so that they are productive.

**Norming:** Members begin to work together and adjust to their different styles, behaviors, attitudes in order to get the job done.

**Performing:** Teams that get to this stage are working through issues smoothly and effectively as a well-organized unit.

**Adjourning:** In this stage, the team completes the work to a finished project. This stage typically occurs when the project is done.

The length of time that a team spends working through each stage depends on the individuals within each group, size of the group, work ethics, personalities, and patience of all involved. Project managers should understand team dynamics within groups to help teams move through their stages effectively.

Reference:

PMI. (2015). *A Guide to the Project Management Body of Knowledge* (PMBOK GUIDE) 5th Edition. Newtown Square, Pennsylvania. Project Management Institute, Inc.