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98. Stages of team development

Nataliya Kiriyaichenko, Nataliya Bozhok
National University of Food Technologies

Introduction: Every group of people working together, regardless of the time of existence, structure, activities must pass certain stages of formation and further development of the process.

The team is a socially significant group of people with a common purpose and self-government body. Thus, the team's characteristic features include: a common goal, the collective work, the availability of government.

Resources and methods: The information base for this work is the provision of modern economic theory on the stages of development team, Proceedings domestic and foreign scholars, engaged in research of this issue. The process of team formation has been studied by the following scientists: A. Makarenko, N.K. Krupskaya, T.E. Konnikovoyi, L.I. Novikova, S.A. Kurakin, A.V. Mudryka, M. Krasovickiy.

Results: Traditionally, a team goes through the following stages of development: forming, grinding, normalization and an aging team. 1. The forming stage is characterized by relevant decisions, issued legally. At this stage, relationships are formed spontaneously. Firstly, everyone tries to find his group identity and meet the requirements of the group. Everyone would like to be a member of the group and to be in good terms with the whole team. People try to act without irritating other members in the group and expect the same behavior of other ones. So, group members have a desire for acceptance by the group and a need to know that the group is safe. At this stage, the major task of the manager is to help members of the team become oriented to their tasks as well as to one another. [2].

2. Stoming. There comes a time when the group is working on a task together. In this case, there are specific problems. Before individuals facing the question: who is better aware of the next goals, who has an idea about the best ways to achieve them, whose work style is the best. To lead the development of the organization it needs an authoritative man, a leader who would take responsibility for decisions and control people to achieve common goals. After study people become closer.

Manager who works with the team for a long time can notice qualitative changes in its formation. If you work with a team that was in the first stages of development, director

takes a position of teaching or authoritarianism, then the transition to the second stage should be identified to the psychological wisdom [1].

3. Normalization. At this stage the group is presented as a team, but still not perfect. A teamwork in modern management is considered as a key factor in the success of many companies. Group members have a clear understanding of the other workers and their working methods. Roles in the group are often associated with tasks and workers try to do all the best to do them successfully. At the stage of normalization individuals practice their own ways of working, determined by the interaction between employees and the established system of relations. Every group is characterized by the high productivity, but the manager wants it to increase more and more. His role is to maintain the current level of performance, how to achieve greater unity of command values are shared by all in the group . In relations between members of the team dominates cooperation, support, common interests, and so on.

The third stage management team, on the one hand, facilitated, and on the other hand - is complicated . This is due to the fact that on the one hand, employees are actively supporting efforts manager, on the other hand, workers are demanding more flexible management.

All questions of life team at this stage considered at the general meeting . Manager acquires the status of an ordinary member of the team with the right to one vote. He has another advantage: knowledge and practical experience that people can use in the consultation plan[3].

4. The aging team. At the stage of aging staff stop to grow, lose its ability to adapt, social control becomes a conservative character. At this stage, the role of manager is to support the team in a state of openness, refill with new team members and direct the staff orientation to the innovation that will ensure the survival of the group, its adaptation to the environment.

Each stage of team development presents its own special challenges to a group of people striving to work together successfully by forming a cohesive team. The team and the organization can take specific actions at each stage of team development to support the team's success in accomplishing the team mission.

Conclusions: At each stage managers use different functions of management. At all stages of the development team leaders purposefully work to its cohesion. The most important in this process is a system which is represented by series of sequentially assigned tasks to the team goals, the achievement of which leads to a transition from simple satisfaction to deep sense of duty.

References

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