SEPT 2020

MODULE 1

LEADERSHIP AND MANAGEMENT PRACTICE FOR THE CONSTRUCTION SECTOR

TEAM THEORY

CALA CONSTRUCTION
ACADEMY OF EXCELLENCE

keystone

TUCKMAN'S TEAM THEORY

SOURCE: TUCKMANS TEAM THEORY

Bruce Tuckman, an educational psychologist, identified a five-stage development process that most teams follow to become high performing. He called the stages: **forming, storming, norming, performing,** and **adjourning.**

You can use Tuckman's model to help your team reach the performing stage as quickly as possible. First you identify the stage of development that your team is at. Then, you use strategies that move your team through to the next stage in the team formation process.

Tuckman's model is significant because it recognises the fact that groups do not start off fully-formed and functioning. He suggests that teams grow through clearly defined stages, from their creation as groups of individuals, to cohesive, task-focused teams.

Developed by Bruce Tuckman in 1977, the adjourning stage is the fifth, and final, stage of group development that occurs when a group wraps up its work and then dissolves. At this time, it is important for members of the team to get appropriate closure as well as recognition for the work they accomplished.