



RESILIENT PEOPLE

BOUNCE FORWARD™

THINK. FEEL. ACT

TIPS & TOOLS

Leading Through the Forming, Storming, Norming & Performing Stages

Ways to move from Forming to Storming

To establish clear objectives for the group at this first stage, create a Team Charter and specific Team Goals. Help team members to set their own personal goals...aligning with the greater team goals.

The forming stage is also about people getting to know one another. If you're working remotely, use various, fun ways of connecting as Human Beings, as opposed to Human Doings. There are loads of exercises that help to forge a group bond. Ensure, as a Leader that you get buy-in to your vision.

Ways to move from Storming to Norming

Storming can make or break a team, so it's essential that you establish processes to track the progress, completion and success of tasks.

The group must also feel safe putting forward ideas. Use 'diversity' in the team as a strength Find various ways to build team trust. Try asking for help on certain tasks. That way you'll encourage people to reflect on what they can offer and what they need from other team members.

Don't leave team conflict unchecked. Remember that a little friction can be a good thing – it might reveal inefficiencies for the group. Robust debates often lead to innovation.

Psychological safety is essential. Ensure that each person is recognised and has a 'voice'. Help quieter team members to have their say, to ensure that louder individuals don't dominate meetings.

Ways to move from Norming to Performing

Get your team to bond further with face-to-face or virtual team-building sessions. These can be short one hour sessions. They need not be elaborate. These social connections are especially important, given that in many teams people are working from home. Use your regular one-on-ones to encourage individuals to step back, review their goals, and take responsibility for them.

Ways to move from Performing to Adjourning

When the team has settled into the performing stage, you can focus on other goals and new areas to benefit the business. Free up more time for yourself – and boost team engagement – by delegating tasks and projects.

You should also make time for the group's personal development. Discuss with your team what opportunities and resources are available to them.

The additional Adjourning (or Mourning) Stage:

Take the time to celebrate the team's achievements. This is essential as a Team 'adjourns'. Having positive shared experiences will make it easier if you work with some of the same people again in the future.

If any team members feel uncertain about what's ahead, boost their confidence and career prospects by praising them at company meetings. And offer to provide LinkedIn recommendations and references if they're moving on.

You can also ask the group for 360 degree feedback in order to reflect, learn, and better manage future teams.