

What is Norming?

JA Company Program Stages of Team Development



Stages of Group Development

Typically, there are **five** distinct phases in the life cycle of any team:

- **Forming** – initial separation into departments, voting on executive, ideas for products/services to provide, mission statement
- **Storming** – group conflict possible, dealing with different employee strengths and weaknesses, determining how to work together can be bumpy
- **Norming** – creation of Code of Ethics can be created to help with decision making, a determination to work toward the common goals, tasks are assigned and the company begins to move forward to attaining success
- **Performing** – a stage of teamwork and focus task performance
- **Adjourning** – a stage of task completion and disengagement



Forming Stage

This stage involves the first entry of individual members into JA Company program.

As individuals join the group, they internally asked themselves several questions, such as:

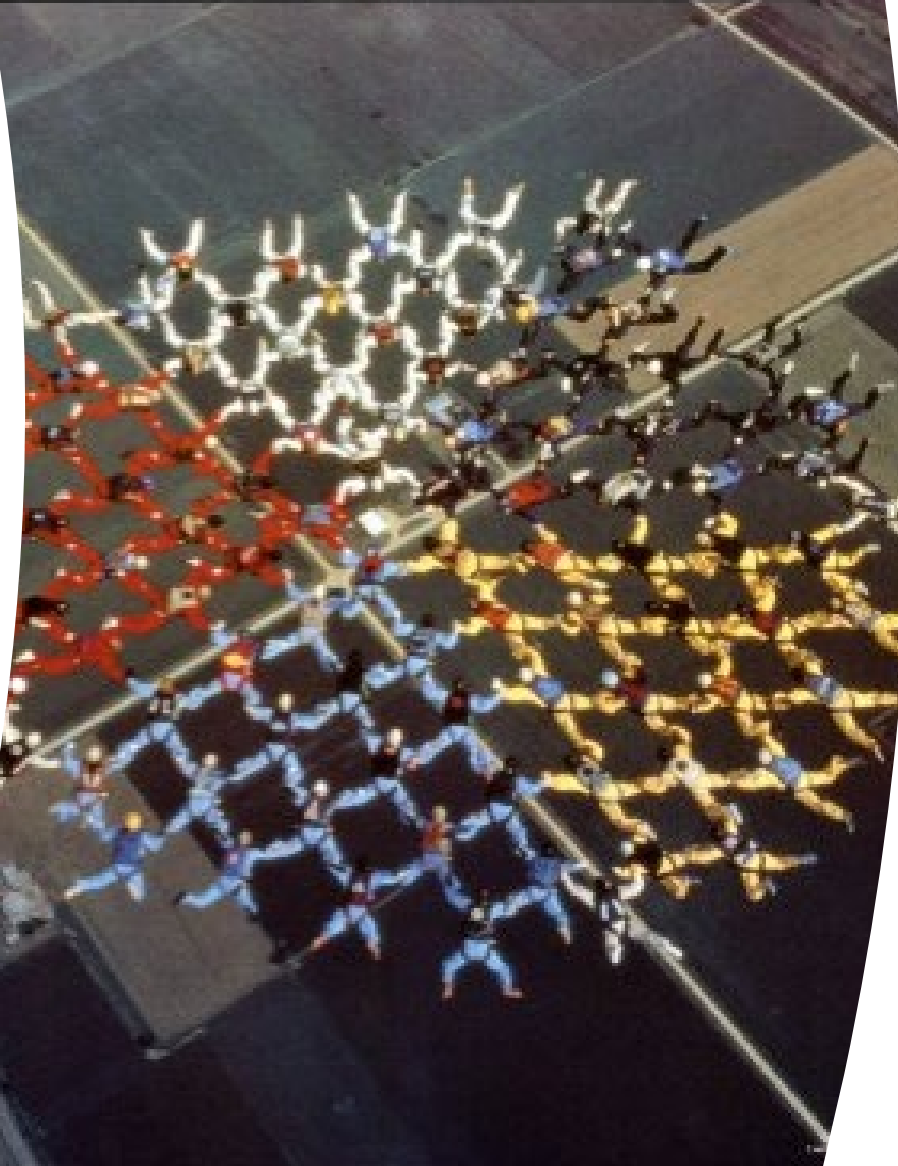
1. What can or does this team offer me?
2. What will I be asked to contribute?
3. Can my needs be met?

In the forming stage, people begin to identify with other members and may also align with members who seem “powerful” or influential.

Storming Stage

TEAMWORK

Coming together is a beginning. Keeping together is progress.
Working together is success.



- Ideas start to get assessed. This can involve a lot of high emotions.
- Tensions often emerge among members over tasks and interpersonal concerns.
- Coalitions or cliques may form around personalities, views or interests.
- This is very important as changes occur during the Storming stage and the focus begins to shift from obstacles to task accomplishment.
- A Code of Ethics and Team Norms can be created to help transition to the Norming Stage.

Norming Stage

- Cooperation becomes more important in this stage.
- At this point, members of the team begin to become coordinated as a working unit and tend to operate as per a company Code of Ethics and Team Norms that are agreed upon.
- Harmony is emphasized in an effort to attain success.
- Members are likely to develop initial feelings of closeness, a division of labour, and a sense of shared expectations.
- Introduction of using the TEST OF DISCLOSURE as a quick and easy check sometimes can help with decision making.
 - Would everyone (employees, executive, shareholders, mentors, parents, JA Charter, JA Canada) be okay with the decision we are about to make?

Performing Stage

- Show time.
- This is a stage of total integration in which team members are able to deal in creative ways with both complex tasks and interpersonal conflicts.
- The team operates in a clear and stable structure, and members are motivated by team goals.
- This stage involves the need to refine the operations to meet objectives.
 - Ie. How can we make the product more efficiently?





Adjourning Stage

- In this final stage, team members prepare to achieve closure and disband from each other.
- Ideally, teams disband with a sense that important goals have been accomplished.
- Members are acknowledged for their contributions and the group's overall success.
- The team prepares for the final JA presentation and completes all liquidation activities.