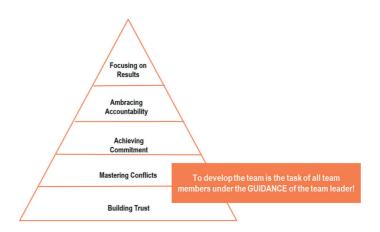
Team development

Indicators of a successful team



Development phases of a team





Role allocation in a team

β Beta

Expert
Well-intentioned critique
High autonomy
May adopt critical & flexible attitiude
and is accepted by everyone
Can work with everybody
and is also allowed to do so



α Alpha

Executive position
Sets goals
Praises and reprimands
Forms group identity
Under observation
Sets an example
Depends on support of others



Ω Omega

Often perceived as opposition

Questions goals (how to achieve them) and group identity

Important Function! (points out taboos or unpleasant truths)

Can become the scapegoat and therefore disburdens the group

Under certain circumstances he can turn into Alpha



Group member
Identifies himself with Alpha
Follows Alpha
(does not mean he is a yes-man)
Identifies with goals of Alpha
The actions of Alpha suit Gamma

