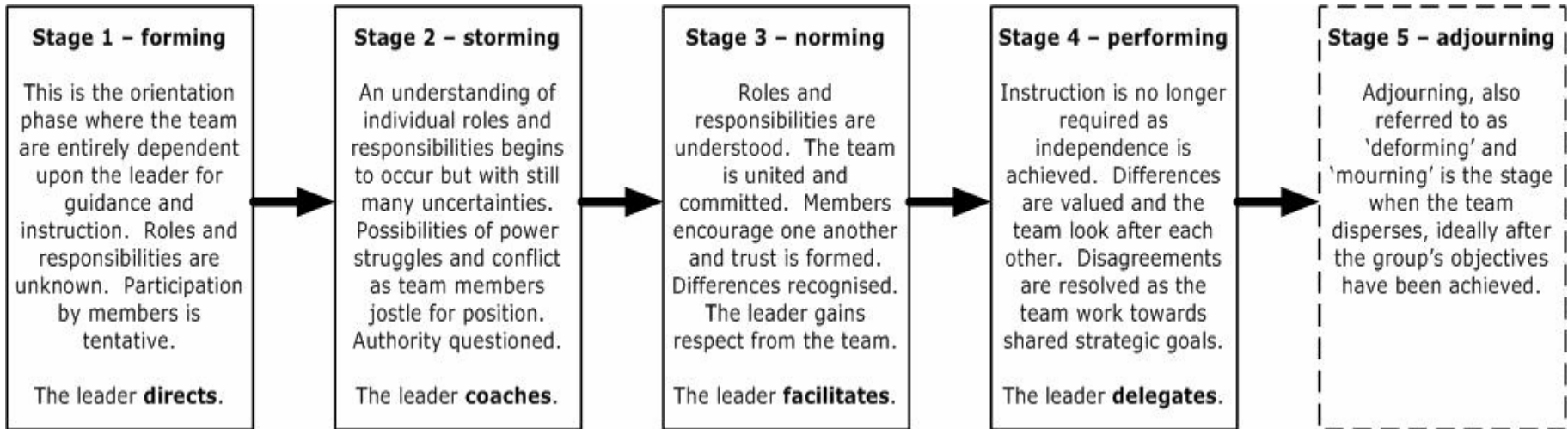


## Tuckman's Stages of Team Development

Bruce Tuckman devised his original 'forming storming norming performing' team development model in 1965 as a four-step process, later adding the adjunct 'adjourning' in the 1970s.

Tuckman identified a sequential four stage process of team development. The model takes each step in turn, illustrating how the team progresses through each stage to finally become a high performing unit which can function independently of the facilitator. As the ability of the team increases, the leader adapts their style of leadership in line with each stage of maturation. The additional fifth stage relates to the dispersal of the team, hopefully once the objective has been completed, and is not part of the team development process. However, it is a useful mechanism for identifying the vulnerabilities of team members who may be affected by the break-up.



**How can this help me?** The model is useful for examining the stages of team development, group dynamics and associated team behaviours. It assists facilitators to adapt their leadership style in line with each developmental stage to help their team reach a position of cohesion and independence necessary to become a high performing group.

**Find out more** - Read "Cutting the ties that bind", Rosaria Taraschi,, *Training and Development USA*, Nov vol. 52 no. 11, 1998, pp.12-14.