



FSNPA Model Outlines five stages of team development.

Origins: Developed by Bruce Tuckman in 1965, expanded in the 1970s.

Benefits for Leaders: Helps in understanding team stages and addressing issues effectively.

Model Limitations: Focuses on new teams, lacks guidance for stuck teams.

Alternative Frameworks

GRPI Model: Emphasises Goals, Roles, Processes, Interpersonal Relationships.

Lencioni's Five Dysfunctions of a Team: Focuses on overcoming trust, conflict, commitment, accountability, and results issues.

Drexler-Sibbet Team Performance Model: Balances internal dynamics with external stakeholder interactions.

- **FSNPA Model Benefits:** Practical and simple for new teams, promotes understanding and effective team leadership.
- **Consider Alternatives:** GRPI and Lencioni's models offer comprehensive strategies for ongoing team development.
- **Leadership Development:** By applying these models, leaders and analysts can foster high-performing teams and develop essential leadership skills.

How The FSNPA Model for Analysts Helps With Transforming Team Dynamics

The Essence of the Framework

- **Forming:** Team members meet, set goals, understand roles.
- **Storming:** Conflict arises as members learn each other's styles.
- **Norming:** Conflicts resolved, routines and norms established.
- **Performing:** High efficiency and effective teamwork.
- **Adjourning:** Team disbands, reflects on accomplishments.

Case Studies

Tech Start-up

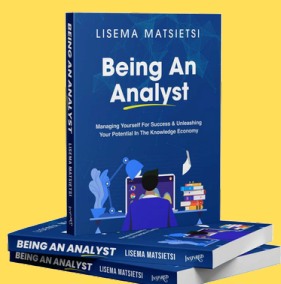
- **Forming:** Introduction and goal-setting.
- **Storming:** Technical conflicts and open discussions.
- **Norming:** Establishing standards and processes.
- **Performing:** Successful product development.
- **Adjourning:** Retrospective and future planning.

Marketing Campaign Team

- **Forming:** Role assignment and goal setting.
- **Storming:** Creative conflicts resolved through brainstorming.
- **Norming:** Clear communication channels established.
- **Performing:** Flawless campaign execution.
- **Adjourning:** Celebrating success and documenting best practices.

Counterarguments

- **Limited Applicability to Long-Standing Teams:** Focuses mainly on new teams, lacks ongoing development guidance.
- **Stagnation in Stages:** No clear direction for teams stuck in a stage.



“The goal is to turn data into information, and information into insight.”
– Carly Fiorina

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