



## University of East London used Belbin reports to elevate student learning and outcomes on management program

The Project Consultancy program, an integral part of the MSc. IBM at the University of East London, provides students with real-world, hands-on placement experience in the field of International Business Management.

It is designed to foster practical skills and strategic thinking for success in the global arena as a team.

### Teamwork plays a pivotal role in the program

In the context of the Project Consultancy program, teamwork plays a pivotal role. The interdisciplinary nature of projects within this program necessitates effective collaboration among students, combining their unique skills and perspectives.

Successful teamwork is not only essential for project completion but also mirrors the collaborative dynamics often encountered in professional settings. The ability to work cohesively in a team is a key competency that students are expected to develop during their Project Consultancy experience.

### Belbin Team Roles applied to optimise team performance

Belbin Team Roles was identified as being particularly relevant in this context. By offering a structured framework for understanding team dynamics, Belbin reports enable project managers and students to strategically allocate roles, capitalise on diverse strengths, and address potential gaps in skills or communication.

In the dynamic environment of Project Consultancy, where adaptability and collaboration are paramount, a knowledge and understanding of Belbin Team Roles becomes a valuable asset in optimising team performance and achieving project success.

“*The importance of teamwork in the Project Consultancy program underscored the need for a tool that can systematically identify and leverage individual strengths within a team.*”

### How Belbin reports were applied

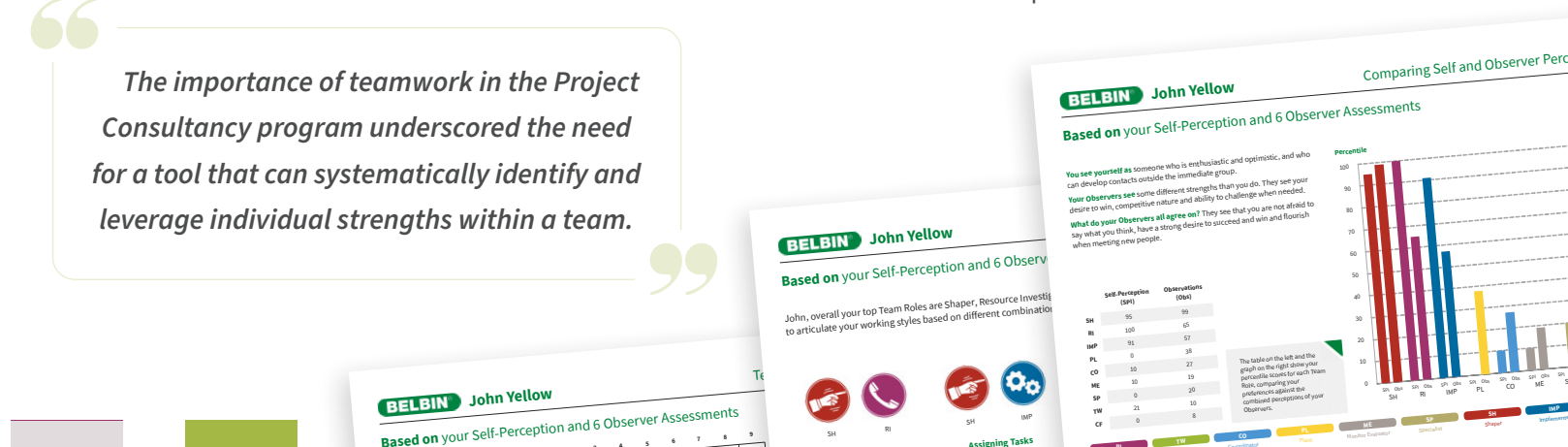
Using Belbin reports students were able to enhance their individual self-awareness, to understand their strengths, weaknesses and preferred Team Roles.

This enabled them to understand the potential contributions they could bring within a team setting.

By identifying and acknowledging the diversity of roles within the team, the objective was to enhance communication, reduce conflicts, and promote a collaborative atmosphere conducive to achieving project goals.

### Reasons for using Belbin reports with students on the programme:

- ✓ Optimising Team Composition
- ✓ Enhancing Individual Self-Awareness
- ✓ Improving Team Dynamics
- ✓ Maximising Productivity
- ✓ Building a Cohesive Culture
- ✓ Facilitating Effective Leadership
- ✓ Providing Guidance for Professional Development





## OUTCOMES OF USING BELBIN WITH STUDENTS ON THE PROGRAMME

### Notable Observations & Trends

- **Emergence of Natural Leaders:** Individuals' natural leadership qualities were revealed, helping to identify potential team leaders and facilitating more effective delegation of responsibilities.
- **Improved Communication:** After discussing their Belbin reports, teams reported enhanced communication and understanding, leading to a more open and collaborative atmosphere, reducing misunderstandings and conflicts.
- **Adaptability and Flexibility:** Participants demonstrated a greater willingness to adapt their roles based on project needs, showcasing a newfound flexibility in response to the knowledge gained through the Belbin reports.

### Positive Impact on Team Dynamics and Collaboration

- **Increased Team Cohesion:** The strategic allocation of roles based on Belbin reports contributed to increased team cohesion. Members began to appreciate and leverage each other's strengths, leading to more integrated and collaborative working.
- **Streamlined Workflow:** With individuals aligning with their natural strengths, teams reported a more streamlined workflow. Tasks were assigned based on expertise, resulting in improved efficiency and progress.
- **Conflict Resolution:** Discussions using Belbin reports provided a platform for addressing potential conflicts or challenges. By acknowledging and understanding individual team role preferences, teams were better equipped to navigate differences and find amicable solutions.

### Positive Impact on Students' Individual Awareness

- **Enhanced Self-Awareness:** Students reported a heightened awareness of their own strengths and preferred working styles. This self-awareness empowered individuals to proactively contribute to team discussions and tasks.
- **Professional Development:** Students used the knowledge gained from the Belbin reports to inform their professional development plans. This included setting goals for acquiring new skills or refining existing ones in alignment with their Team Roles profile.

*“The Belbin test is a valuable tool for assessing and enhancing your teamwork skills. I highly recommend it to anyone looking to optimize team performance in any project.”*

**Student**

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“The implementation of Belbin Team Roles within the Project Consultancy program demonstrated tangible positive impacts on both team dynamics and individual development. The newfound awareness and strategic role allocation contributed to more cohesive, communicative, and effective teams, ultimately enhancing the overall success of the projects undertaken within the program.”

**Samba Siva V R Kumar Mudragada**

“This experience has not only been educational but also transformative, as students are now equipped with a heightened understanding of their role preferences, strengths, and areas for development in a team context. As an educator, witnessing such a tangible and constructive learning experience is truly rewarding.”

**Shashidhar Madamsetty**