Group Development

by Dr. Ahmad Bilal Cheema

Dept of Education, SCB University of Sargodha

Topics of study

- Group Development
- Focus – Community Engagement Project / social situations
- Stages of group development
- Challenges at the stages
- Solutions /Leadership Role
- Group Development stages and group performance

Group Development

- A group is initially a collection of personalities with different characteristics, needs, and influences

- **The process of learning to work together effectively is known as team/ group development.**

- Groups evolve and go through various stages during development.

- The appointment of individuals to a group should be based on their compatibility.

- In a group, diversity or expertise does not assure effectiveness in achieving group goals.

Group Development

- To be effective, the individuals must spend time knowing themselves, to their environment, the task,

- The stages of Group Development are

  1. Forming
  2. Storming
  3. Norming
  4. Performing
  5. Adjourning
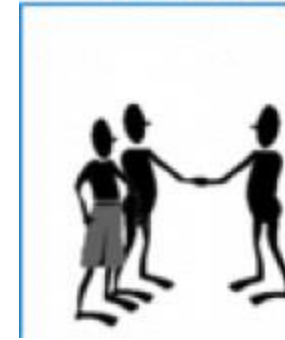
1. Forming

Forming

- At this first stage of development, members familiarize themselves with the task and to other members of the group.

- Forming is actually an orientation period when members get to know one another and share expectations about the group.

- This is sometimes referred to as the <u>dependent stage</u>, as members tend to depend on outside expertise for guidance, job definition, and task analysis

Forming stage; Problems and Solutions

Problems might arise in forming stage:
- unclear objectives
- uncommitted members/ lack of involvement
- Confusion
- Low morale
- Poor listening

Solutions
- Play a dominant role at this stage to help members recognize who's the leader
- Introducing the members to one another
- Good communication to ensure the team to understand and what needs to be achieved.

2. Storming

At this stage, the group encounters conflict as members.

They confront and criticize each other because member are in ambiguity

This may occur if the group encounters difficulty in clarifying their task, agreeing on their mission or mandate, or deciding how they will proceed.

Storming stage; Problems and Solutions

Problems might arise in storming stage

- Conflict over who will control the team.
- Lack of cohesion
- Failure, inconsistency
- Anger

Solutions

- Remain Positive , building trust is crucial at this stage.
- Clarifying work goals, individual roles and objectives.
- Team rules such as collaboration and sharing maybe developed.

3. Norming

- At this point, members start to resolve the issues that are creating the conflict and begin to develop their social agreements.

- The members begin to recognize their interdependence, develop unity, and agree on the group norms that will help them function effectively in the future.

Norming stage; Problems and Solutions

Problems might arise in norming stage :

- Opening risky issues

- Members may begin to fear the unpredictable situations

- Members may resist change of any sort

Solutions

- Requiring the balanced focus on people and work.

- Care about members' comfort in their roles and in working with others

- Provide feedback, both positive and negative.

- Incorporate team building exercises to strengthen the unity and trust within the team.

4. Performing

- When the group has sorted out its social structure and understands its goals and individual roles, it will move toward accomplishing its task. This is the stage pf Performing

- Mutual assistance and creativity become prominent themes at this stage

- The group, feels its growth and maturity

- Group becomes independent, and start relying on its own resources.

Performing stage; Problems and Solutions

Problems might arise from performance stage:
- Easy to slip into a happy and lower performing subgroup/pockets
- Ignoring the people in an ever-increasing focus on the task

Solution
- Focusing all people
- Keeping them motivated
- Taking care of people as a human resource
- Delegate work evenly and fairly
- Focus on the development of individual team members

5-Adjourning

- When the targets of the groups are achieved, During Adjouning phase, they move towards to some form of closure.

- These may include socials event and parties, or ceremonies that show emotional support or celebration of their success
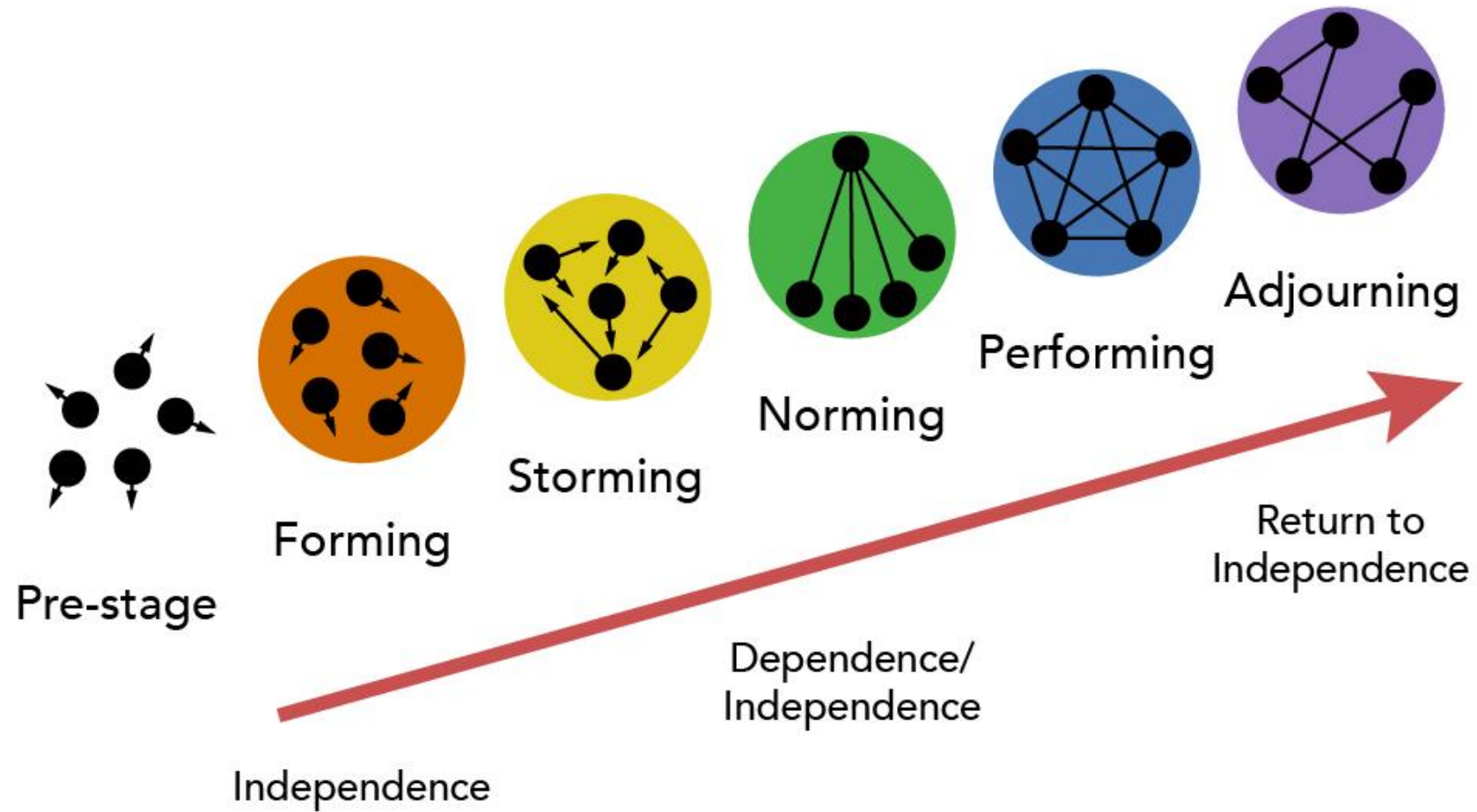
Adjourning stage; Problems and Solutions

Problem might arise in adjourning stage :

- Team members will feel depressed over losing fellowship and friendships.

Solution

- Focus on wrapping up activities (farewell party, celebration etc.)
- Drawing the positive and negative lessons from the group work
- Acknowledge every member with his/ her explored skills
- Re-assign roles according to new skills in new group work

Summary

Pre-stage · Forming · Storming · Norming · Performing · Adjourning

Independence — Dependence/Independence — Return to Independence

Performance during Group Development