

Group Dynamics

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Objectives

By the end of the session the participants shall be able to -

- Define effective small groups
- Describe leadership and the role of leader
- Describe the stages of small group work
- Recognize situations where group performance is better than individual work

**What is an Effective
Small Group?**

What is an Effective Small Group?

Diverse group of people with
complementary abilities (perspectives, ideas,
knowledge, skills, techniques, competencies)
who collaborate
to accomplish common goals
for which they are accountable together

Factors responsible for Effective Group Work

- **Task Function** : Group's ability to **successfully complete the task** (Goals, objectives & content of task)
- **Process Function** : Group's ability to **work together** (dynamics or interaction between individuals of the group)

Both are **equally** important to success

Task Functions -

The "how" of getting the group work completed

- Set goals and objectives
- Develop procedures
- Get information and data
- Prepare & distribute agendas/minutes
- Select idea generation methods
- Clarify tasks

Task Functions -

The "how" of getting the group work completed

- Set time frames
- Select decision-making methods
- Use problem-solving steps
- Coordinate individual assignments
- Summarize activities

Process/Dynamics/ Maintenance Functions

The 'How' of getting the psychological needs of the group satisfied and maintained

- Provide for physical and social needs
- Encourage participation
- Give support and encouragement
- Check for feelings
- Evaluate & assess meetings/teamwork

Process/Dynamics/ Maintenance Functions

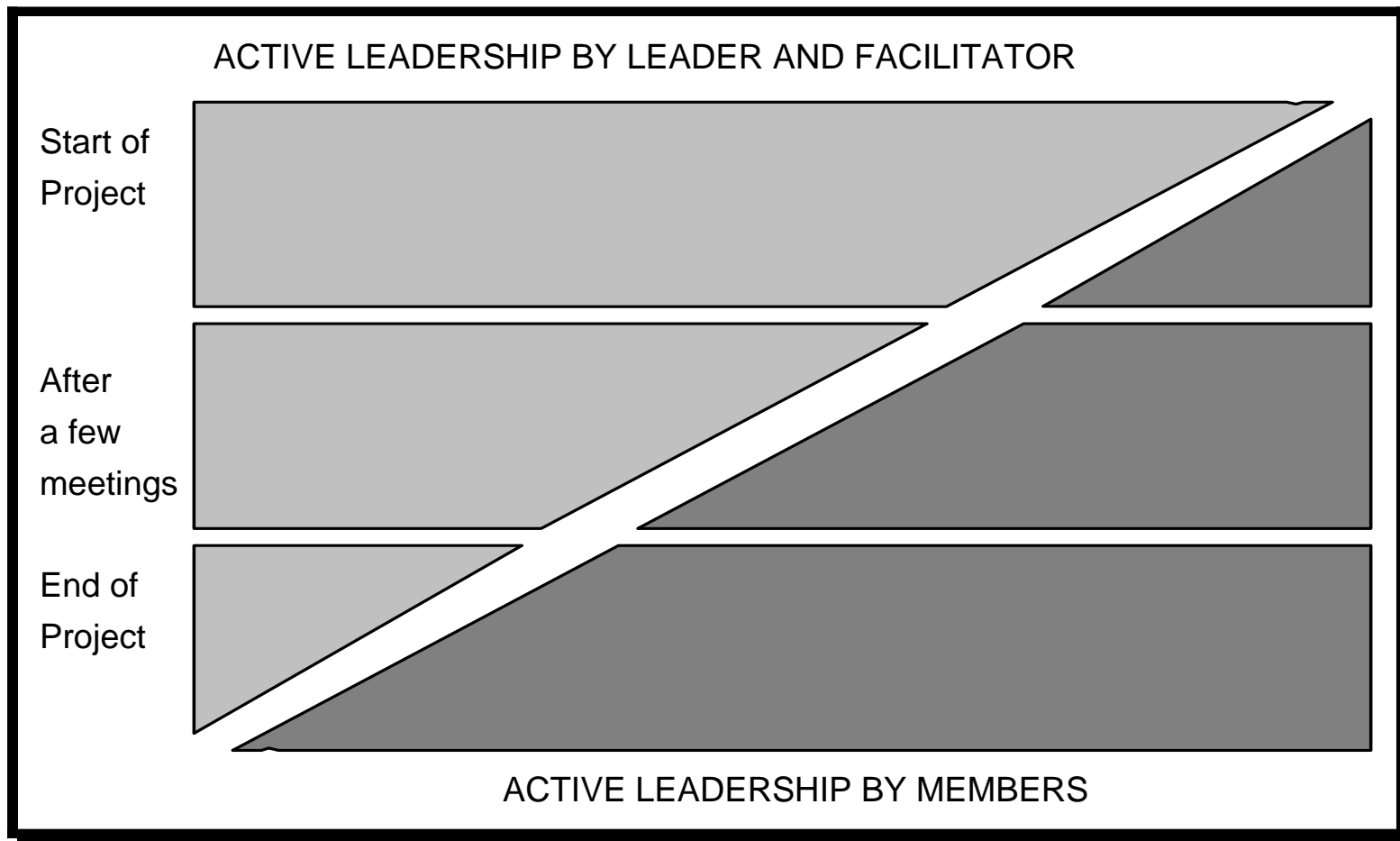
- Settle differences
- Facilitate inclusion of all members
- Intervene with dysfunctional behaviors
- Ask and give feedback

Leader & Facilitator

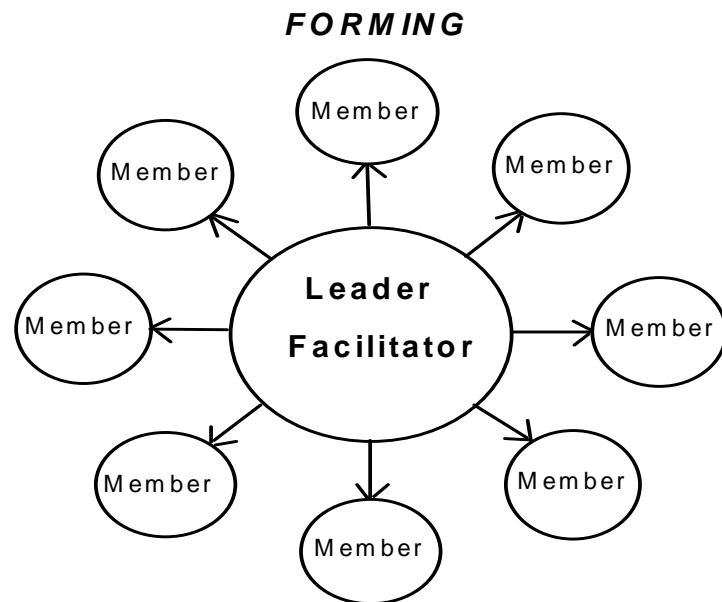
A leader is a person who puts forward his/her point of view and leads by assertion of his/her ideas, whereas a Facilitator takes into account everybody's views and does not force his/her ideas

Role of facilitator changes with work group development, from a large role in the beginning when the performance is low, to a small role by the end of the task

Role of Facilitator Changes with Work Group Development



Stage 1 — Forming Dynamics (getting acquainted)

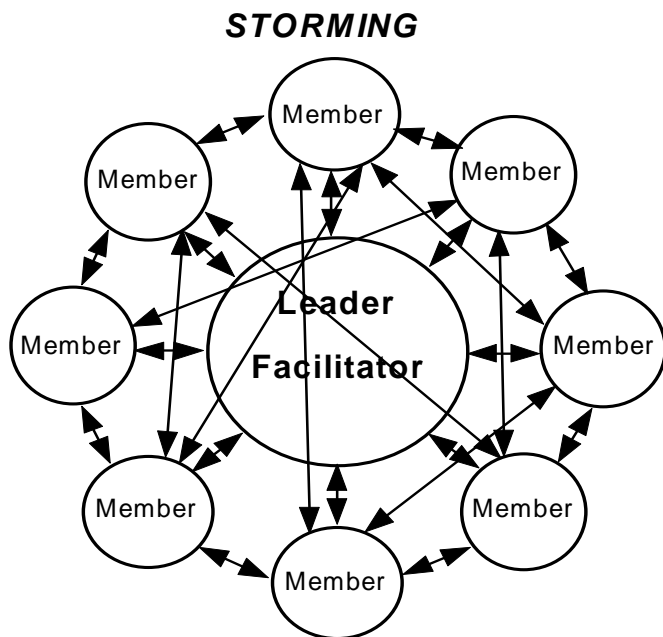


Polite

- Safe patterned behavior
- Dependence on group leader
- Gathering data and impressions about each other
- Play in comfort zones
- Avoid controversies & Serious discussions
- Orientation to task & to one another
- Scope of task & approach to it

Stage 2 — Storming Dynamics

Transition from Mild enthusiasm to conflict
(struggling forward)

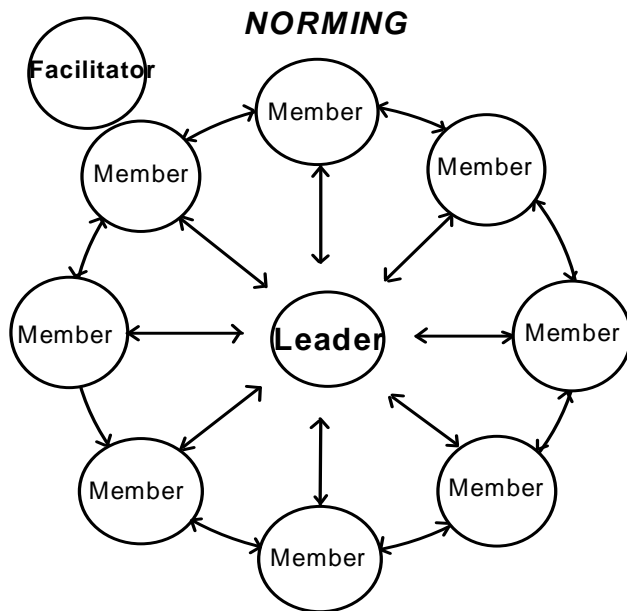


- Competition
- Conflicts over leadership, structure, power and authority
- Swings in behaviour
- Attempt to organize (task)
- Some remain silent

Testing others

Stage 3 — Norming Dynamics

Trust developing and cohesive group forms



Valuing others

- Group becomes cohesive
- Conflicts dissolve
- Member contributions are acknowledged
- Trust is developed
- Contributes group Building group-belonging
- Group is willing to change predetermined ideas, share feelings

Stage 4 — Performing Dynamics

Work group functioning with self-confidence

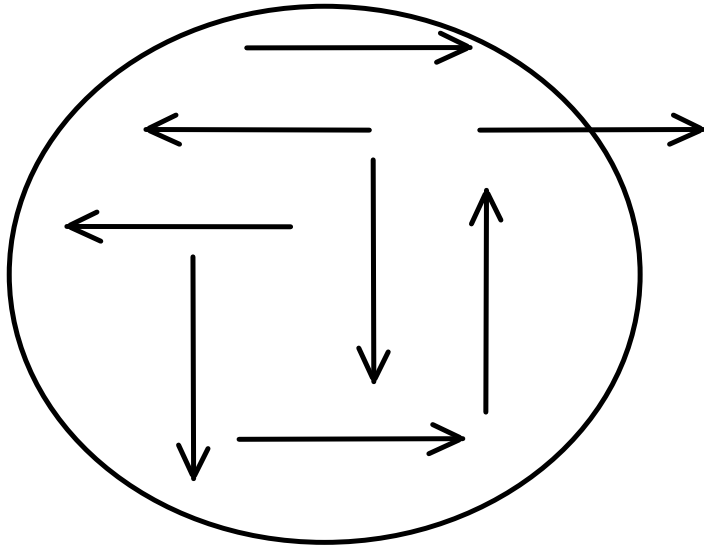


Flexibility from trust

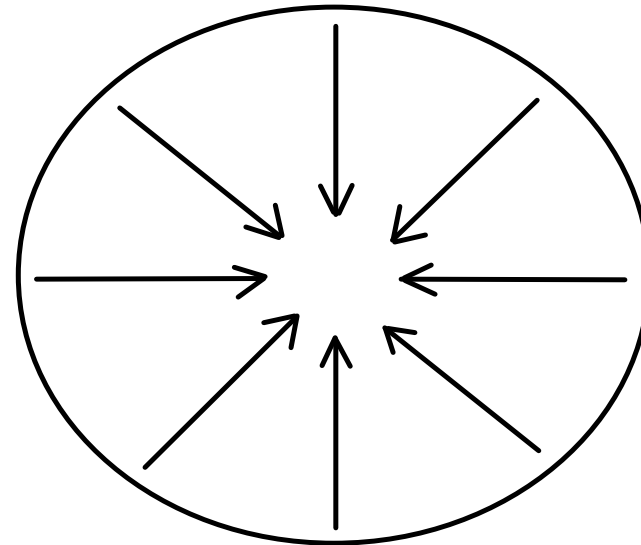
- Interdependence in personal relations and problem solving task situations
- Roles of authority change with need
- Group is productive

Stage 5 - Adjourning, Reforming

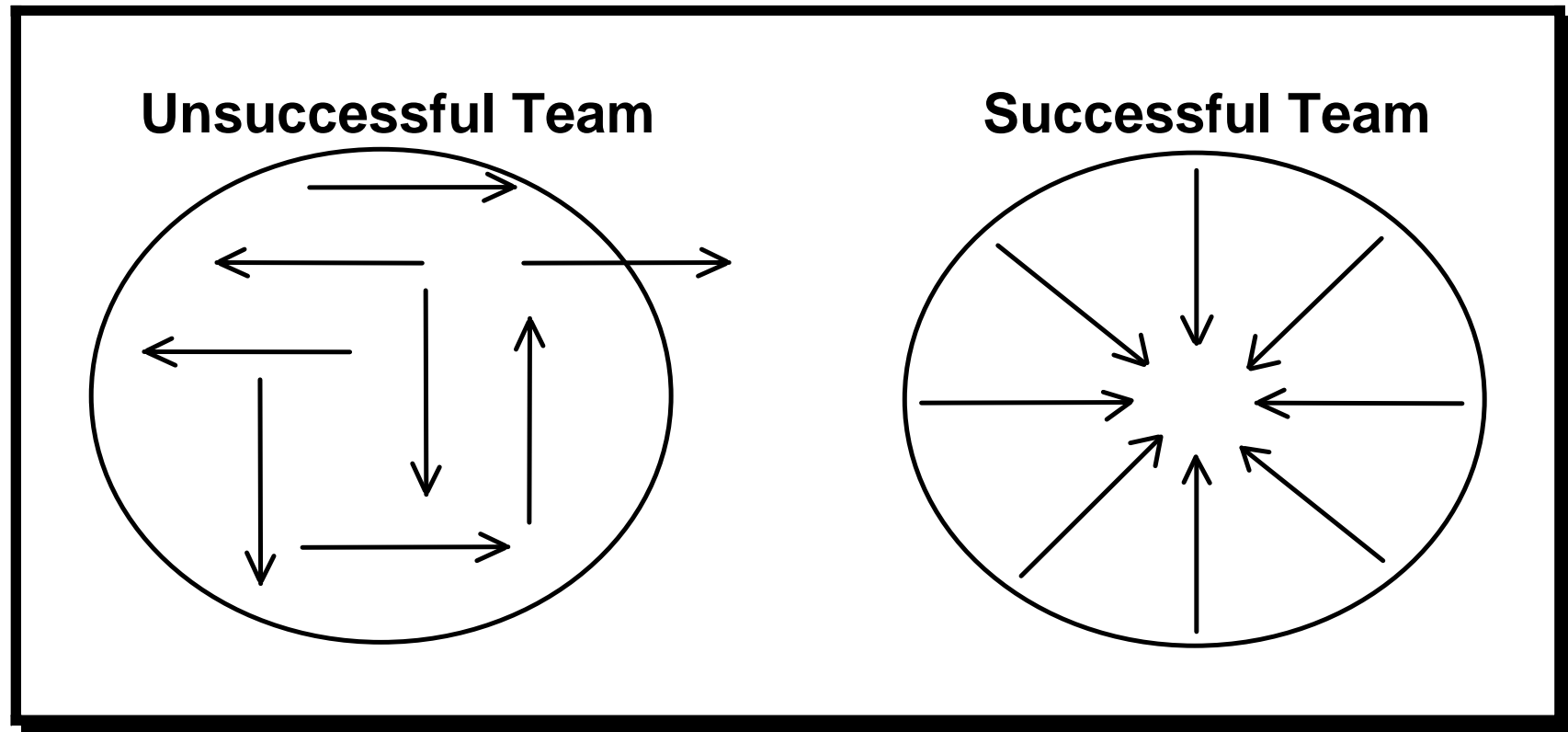
Unsuccessful Team



Successful Team



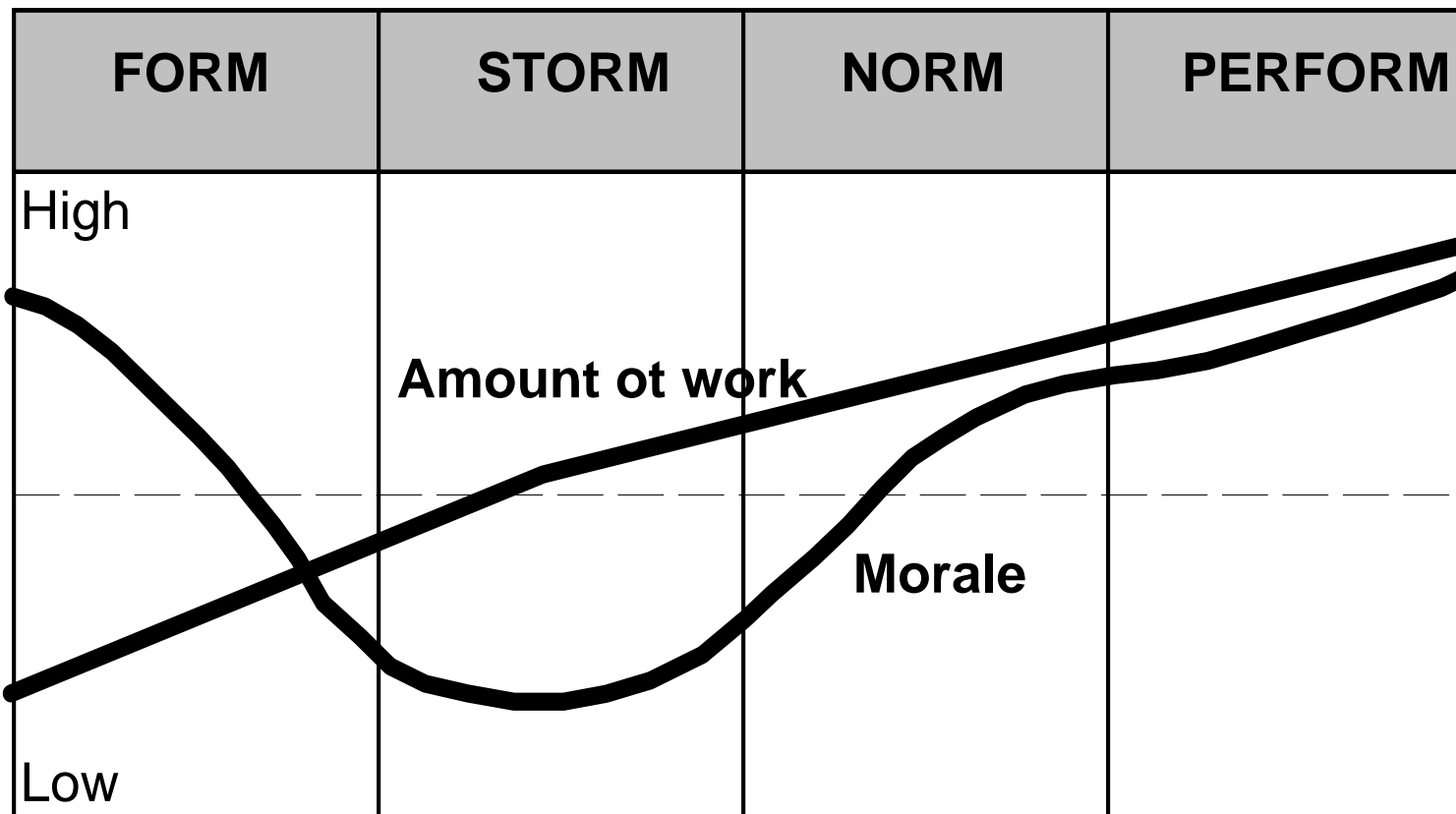
Stage 5 - Adjourning, Reforming



GROUP BEHAVIOUR

- Forming Polite
- Storming Orientation
- Norming Role Division
- Performing Constructive

Attitudes & Behaviours of Group Members Change in Work Group Development



Advantage of knowing the stage

- To know that there are stages & it is normal to go through these stages
- After identification of the stage, one can assist the progress through that stage by managing the interactions or dynamics between & among the members

Relevance/Applications

- **Managing projects** : forming a team, understanding your and group's role
- **Small group teaching** : PBL, CBL, Tutorials, Seminars, Bedside teaching
- **Day to day working** : Administration, Departmental Meetings etc.