

# Group dynamics

(How people interact within a group)



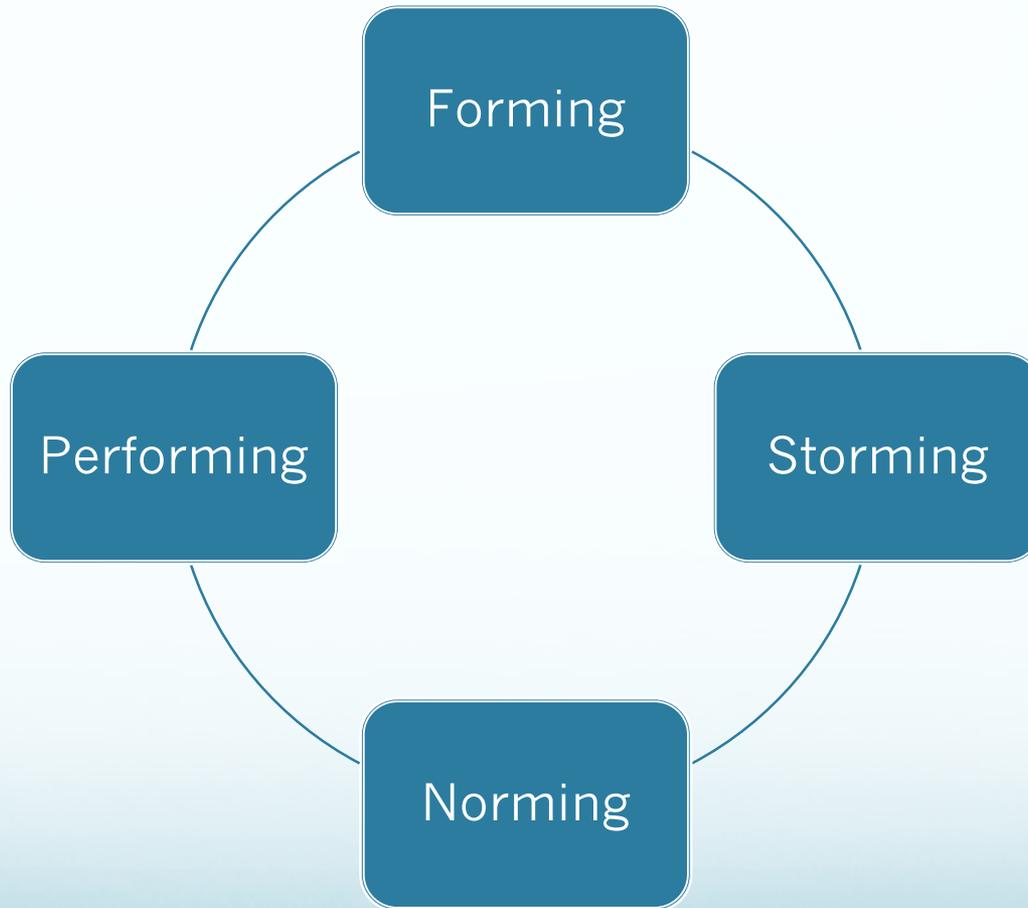
# Why?

Knowing how a group works (on the inside) is key to leading it.

Knowing how people with whom you work:

- Interact with each other,
- Make decisions,
- Respond to change.

# Four stages



# Forming

## Learners:

- Independent (strangers)
- Best behaviour
- Formalities

## Leaders:

- Model good behaviour
- Create safe space
- Involve everyone from early stage

## Group establishes:

- Goals
- Challenges
- Tasks

# Storming

## Learners

- Opinions formed and expressed
- Dominating, blame, etc.
- Resist control by leadership

## Leaders:

- Solve disagreements & clashes at early stage
- Emphasize tolerance & patience with individual members

## Group establishes:

- Best ways (rules) to resolve differences
- Best ways to communicate.

# Norming

## Learners:

- Feel part of a group (team)
- Accept other viewpoints (to achieve a goal)

## Leaders:

- Maintain balance & harmony
- Make sure that safe space still in place: being 'different' is okay

## Group establishes:

- Trust
- Cooperation

# Performing

## Learners:

- Make full use of the group
- Take responsibility for their role
- Confident & independent

## Leaders:

- Maintain trust within the group
- Focus on group dynamic *and* individual development

# Please take note:

Reverting to an earlier stage is possible.

The cycle may restart when there are changes.

*The leader's responsibility is how every individual gets the most out of the team work.*