

Groups and Teams

Is it different??

- Group → a collection of three or more individuals who **interact** about some common problem or interdependent goal and can exert mutual influence over one another
- Team → a specialized group with a strong sense of **belonging and commitment** to each other that shapes an overall collective identity

Group

- Three key components → size, goal orientation, and mutual influence
- Size : 3-12 people Goal → common but need not be specific

- ✓ Interdependence
- ✓ Interaction
- ✓ Synergy
- ✓ Common Goals
- ✓ Shared Norms
- ✓ Cohesiveness



Team



- Members of the team are mutually committed to the goals and to each other.
- One member's strengths can be other member's weaknesses,



Groups and Teams

Groups

Teams

Goals

Goals may be discussed in general terms.

Clear, elevating goals drive all aspects of team accomplishment.

Roles and Responsibilities

Roles and responsibilities may be discussed but are not always explicitly defined or developed .

Roles and responsibilities are clearly developed and discussed.

Rules

Rules are not formally developed and evolve according the group's needs

Rules and operating procedures are clearly discussed and developed to help team work together.

Methods

Group members interact, and work is usually divided.

Team members collaborate and coordinate efforts. Team members work together interdependently.

Groups and Teams

- ✓ There is only **one head** in a group. A team can have more than one head.
- ✓ The group members do not **share responsibility**, but team members share the responsibility.
- ✓ The group focuses on achieving the **individual goals**. Conversely, the team members focus on achieving the **team goals**.
- ✓ The group produces individual work products. As opposed to, the team who produces **collective work products**.
- ✓ The process of a group is to **discuss the problem**, then decide and finally delegate the tasks to individual members. On the other hand, a team discusses the problem, then decide the way of solving it and finally do it collectively.
- ✓ The group members are independent. Team members are interdependent.

Forming Groups

Forming →

members **begin to set the parameters** of the group by establishing what characteristics identify the members of the group as a group

Storming→

Given the complexity of meeting both individual goals as well as group goals, there is **constant negotiation** among group members regarding participation and how a group should operate

Forming Groups

Norming →

If a group is able to work through the initial conflict of the storming stage, there is the opportunity to **really solidify** the group's norms and get to the task at hand as a cohesive group

Performing →

stage is marked by a decrease in tensions, less conscious attention to norm establishment, and greater focus on the actual work at hand in order to **accomplish the group's goals**

Forming Groups

Terminating →

the defining characteristics of the group established during the forming stage have come to an end, and thus, so has the group

Problem solving in groups

- **Define** the problem by creating a problem statement that summarizes it.
- **Analyze** the problem and create a problem question that can guide solution generation.
- Generate **possible solutions**. Possible solutions should be offered and listed without stopping to evaluate each one.
- **Evaluate** the solutions based on their credibility, completeness, and worth. Groups should also assess the potential effects of the narrowed list of solutions.
- **Implement and assess** the solution. Aside from enacting the solution, groups should determine how they will know the solution is working or not.

Problem solving in groups

- When we make decisions in groups, we face some **challenges** that we do not face in our personal decision making, but we also stand to **benefit** from some advantages of group decision making
- Group decision making also takes **more time** than individual decisions
- Can be burdensome if some group members do not do their assigned work, divert the group with self-centered or unproductive role behaviors, or miss meetings.

Problem solving in groups

- Group members develop a shared understanding of a problem through discussion and debate
- **Brainstorming before Decision Making**
 - Silently and individually list ideas.
 - Create a master list of ideas.
 - Clarify ideas as needed.
 - Take a secret vote to rank group members' acceptance of ideas.

Problem solving in groups

Specific Decision-Making Techniques

- Majority rule
- Minority rule
 - by expert
 - by authority
- Consensus rule

- They go on to break down purposeful interaction into four types: *problem solving, role playing, team building, and trust building* (7).