

# 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).