

# Fostering effective group dynamics

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## Three components of effective groups

- Purpose: what do we want to do? What is our mission?
- Values: what do we think is important? What makes sense for our group to do?
- Direction: where are we going? How are we going to get there? What must each of us do?

## The four processes that form a group

- Forming: this is the stage when the group comes together
- Storming: this is the stage where pecking order, power and status relationships are formed
- Norming: this is the stage in which the group forms rules for working together
- Performing: this is the stage in which groups do their work

## Five elements of top-performing groups

- Alignment of purpose
- Ability to learn and change
- Attitude of trust
- Attention to process
- Assuming a group “culture”

## Alignment of Purpose

- Clarity of and commitment to the group's vision
- Focus on the future
- Shared values about the work to be done
- Finding, enhancing, and maintaining energy to get the job done

## Ability to change and learn

- Effective communication: how do we talk to each other?
- Balance reflection and action: think about what where we've been and use that to determine where we go next
- Learning to learn: using feedback and evaluation to make decisions
- Being open to all points of view: we're all in this together, so let's do it together.

## Attitude of trust

- Respect for one another
- Willingness to share risks
- Balance of autonomy and interdependence
- Forming a spirit of partnership

## Attention to process

- Have flexible roles, boundaries, and attitudes
- Share leadership and followership
- Be committed to continuous improvement
- Be efficient with meetings and with time

## Assuming a group culture

- Encourage creativity
- Encourage collaboration
- Encourage sharing of credit [and responsibility]
- Encourage folks to enjoy what they do and to express their enjoyment often