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.
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<th>Attitude of trust</th>
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<tr>
<td>• Respect for one another</td>
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<td>• Willingness to share risks</td>
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<td>• Balance of autonomy and interdependence</td>
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<td>• Forming a spirit of partnership</td>
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<th>Attention to process</th>
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<tr>
<td>• Have flexible roles, boundaries, and attitudes</td>
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<tr>
<td>• Share leadership and followership</td>
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<td>• Be committed to continuous improvement</td>
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<td>• Be efficient with meetings and with time</td>
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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