

MAKING GROUPS WORK

(Source: Prof. Shirley Maxey, USC/BUCO)

A. INDIVIDUALS VS GROUPS—Why work in groups?

Theory vs. Reality—Why it's often difficult:

1. Scheduling conflicts
2. Different levels of commitment
3. No natural leader

B. IDENTIFYING YOUR Strengths, Weaknesses, and Level of Commitments—What will you do?

Each of you has a strength area that you should take advantage of in group projects.

Where is your strength? What kind of person are you?

1. PLANNING

Organized
Detail-oriented
Project start
Delay the action?

2. PROCESSING

Sensitive
People-oriented
Project middle
Delay decisions?

3. ACTING

Fast-paced
Results-oriented
Project end
Compromise quality?

Level of commitment

Everyone must be involved. Everyone must contribute.

You have the *right* to expect involvement and contributions from each member!

THIS IS AN HONOR CODE ISSUE.

C. SUCCESSFUL TEAM PERFORMANCE

The TEAM PERFORMANCE MODEL—Seven Stages of Successful Group Project Performance. Source: *The Team Performance Model*. Drexler, Sibbet, & Forrester, 1988.

Following is a proven system for successful group performance. Let's apply it to your group projects:

1. **INDIVIDUAL ORIENTATION**—Why am I here, what can I do?
2. **GROUP TRUST BUILDING**—Who are you, what can you do?
3. **GOAL CLARIFICATION**—What do we have to accomplish?
4. **ACTION PLAN DEVELOPMENT**—How shall we do it? Who does what when?
5. **IMPLEMENTATION**—Each member acts out the plan.
6. **HIGH PERFORMANCE**—Project successfully completed.
7. **RENEWAL**—What should we change for next time?

The steps are interrelated and ongoing. Omitting stages causes failure!

Making Groups Work

Jackie Martin, Julie Gosling



Making Groups Work:

Making Groups Work Joan Benjamin, 2020-07-23 Most of us work in them most of us live in them Some are complex some are simple Some meet only once while others last for decades Whatever form they take groups are central to our lives Making Groups Work offers a comprehensive introduction to the key issues in group work It outlines the role of groups and the history of group work discusses group politics and shows how groups can help promote social change Detailed case studies are used to make the crucial link between theory and practice The authors also offer strategies for making groups work effectively Making Groups Work is essential reading for social workers health workers counsellors community workers youth workers trainers and anyone else interested in working with groups It is also a good introductory text for students and a handy reference for professionals

Making Groups Effective Alvin Zander, Alvin Frederick Zander, 1982 Newly revised edition of the classic 1982 work draws on the latest research to show how groups can function more effectively to achieve the full potential of group work For leaders and group supervisors as well as members of teams boards task forces and other groups Offers a clear vision of what makes groups work This recently revised edition of the classic 1982 work focuses on the business priorities of the 90s to offer a clear vision of what makes groups work Draws on the latest research to show leaders group supervisor and team members how groups should function in order to reach their full potential

Making Cell Groups Work Navigation Guide Joel Comiskey, Scott Boren, Ralph Neighbour, Randall Neighbour, Bill Beckham, 2023-05-27 This is an expanded 624 page reference tool for the 8 stage transition process found in How Do We Get There From Here formerly titled Making Cell Groups Work This sizable compilation is filled with hundreds of articles by pastors and experts including helpful articles such as how to transition your church's calendar and budget to allow for a growing holistic small group cell group ministry how to choose team members to implement the transition tips on how to prototype groups and much much more One of the most valuable tools found in this resource is a revealing readiness assessment tool which will help you determine weaknesses if any in four key areas of church health all of which are required for a successful transition

Making Small Groups Work Henry Cloud, John Townsend, 2010-02-23 Lead small groups through astounding growth with principles from the best selling books How People Grow and Boundaries No matter what need brings a group of people together from marriage enrichment to divorce recovery from grief recovery to spiritual formation members are part of a small group because they want to grow This book by psychologists Henry Cloud and John Townsend provides small group leaders with valuable guidance and information on how they can help their groups to grow spiritually emotionally and relationally With insights from their best selling book How People Grow Cloud and Townsend show how God's plan for growth is made up of three key elements grace plus truth plus time When groups embrace those elements they find God's grace and forgiveness and learn how to handle their imperfections without shame as they model God's love and support to one another In addition to describing what makes small groups work Leading Small Groups That

Help People Grow explains the roles and responsibilities of both leaders and group members Employing tenets from the book How People Grow this book equips leaders to understand the ins and outs of how to promote growth and using principles from their best selling book Boundaries they show how to identify and find solutions for common problems such as boredom noncompliance passivity aggression narcissism spiritualization over neediness over giving and nonstop talking **Making Partnerships with Service Users and Advocacy Groups Work** Jackie Martin, Julie Gosling, 2012-03-15 Written collaboratively with service users this book examines how to make service user participation in health and social care work With contributions from service users from a variety of projects and backgrounds it demonstrates how to make partnerships successful from the first green shoots to the blossoms of positive outcomes **Making Group Work Easy** Steven A. Schiola, 2010-11-16 This book teaches a process that will help both teachers and administrators plan for and conduct meetings that are meaningful useful and that generate results The place to start this work is before the meeting even begins A careful look at the purposes of the meeting the working agreements that the group will use and the agenda will provide the framework for a successful outcome Once learned this structure can be used again and again In addition you will learn what to do in those cases when decorum breaks down or you can't reach consensus or a member of the group is not cooperating You will also learn decision making techniques that allow meaningful participation by all members of the group and how to prioritize a number of efforts The effective structure of meetings along with other techniques to employ when things go wrong will make anyone an effective meeting facilitator **Promoting Effective Group Work in the Primary Classroom** Ed Baines, Peter Blatchford, Professor of Psychology and Education Peter Blatchford, Peter Kutnick, with Anne Chowne, Cathy Ota, Lucia Berdondini, 2008-09-03 Packed with valuable strategies for teachers and fun activities for children this book is a must for any school wishing to make group work a more effective and successful way of learning Teachers who have become more confident with the approaches developed for this book find that their classes are better behaved children spend more time on task and they become less dependent on the teacher The book shows teachers how to create an inclusive and supportive classroom by developing the social communicative and group working skills of all pupils Tried and tested step by step approaches encourage both children and their teachers to develop supportive relationships that have been found to facilitate academic performance positive social behaviour and motivation Strategies for setting up and running effective group work are a key feature of the book **Making Groups Work** Joan Benjamin, Judith Bessant, Rob Watts, 1997 A practical introduction to group facilitation for students and professionals in the human services Social Group Work Mr. Rohit Manglik, 2023-10-23 In this book we will study about the theory and practice of working with small groups It covers group dynamics leadership stages of group development and techniques for promoting social change within a group context **Group Work and Aging** Roberta K Graziano, Robert Salmon, 2013-09-13 Get a wealth of information about the theory and practice of social work with older adults their families and their caregivers Although there is a considerable amount of

writing on both group work and social work with the elderly there is surprisingly little about applying this practice method to this specific age group *Group Work and Aging Issues in Practice Research and Education* fills this gap by presenting penetrating articles about a mutual aid approach to working with diverse groups of older adults with varied needs Respected experts and gifted researchers provide case studies practice examples and explanation of theory to illustrate this practice method with aging adults their families and their caregivers *Group Work and Aging Issues in Practice Research and Education* discusses in depth information on group work with gay and lesbian elders caregivers elders with Alzheimer's disease service providers special populations such as Vietnamese and Latino elders and provides information on the use of expressive therapies like art drama and dance Each well referenced chapter presents high quality up to date social group work practice strategies to prepare practitioners for the needs of the growing population of elderly in the near future *Group Work and Aging Issues in Practice Research and Education* discusses the adaptation of group work practice approaches when working with older group members the use of a Record of Service as an analytical tool in group work with aging lesbians a chronicle of a student's field placement at a drop in center for homeless senior citizens the sociocultural reality of the Asian immigrant elderly residential substance abuse treatment for older adults mutual aid groups for older persons with mental illness the relationship between caregiver support groups and the marker framework of family caregiving telephone caregiver support groups group work interventions with elderly parents of adults with severe mental illness a program for the development and implementation of an intergenerational singing group support groups as an effective therapy at end of life the use of a mutual aid group with home attendants and much more *Group Work and Aging Issues in Practice Research and Education* reveals the latest examples of good group work practice with aging adults and their support systems perfect for practitioners educators and anyone interested in and or work with older adults *Work Communication* Maureen Guirdham, 2017-09-16 Explores all aspects of interpersonal communication at work from face to face meetings to new forms of computer mediated communication such as social media Will help the reader achieve skilled interpersonal communication at work through the understanding of relevant theory and latest research made clear in non technical language with examples *Creating Effective Groups* Randy Fujishin, 2023-02-06 This practical book gives students the fundamental knowledge and skills necessary to communicate more effectively and interact more productively in the small group setting With the help of this book any group member can learn the skills necessary to participate in and lead a task group in an effective productive and healthy manner The fourth edition features new content on communicating within virtual groups and conducting online meetings *Group Work* Nano McCaughan, 2021-11-07 Group work is central to social work whether it be work with individuals and families residential care community work management or social work education Despite however the upsurge of interest in this aspect of social work method at the time *Group Work Learning and Practice* originally published in 1978 represented the first attempt at providing an up to date and carefully integrated source book for students

in the form of a series of mainly original and British papers on social group work its knowledge base the possible varieties of practice settings and objectives and its implications for social work education and training models For new directions in social work education suggested that the small group was to become the core system around which much future social work teaching would be based The main concern of this new National Institute for Social Work reader the development and demonstration of intervention skills in practice would be particularly relevant The book draws attention to the opportunities for work with groups in the community in residential institutions and with families where the emphasis was rapidly shifting towards the need for greater understanding and use of the small group dimension Group Work Learning and Practice would have been widely welcomed both by specialists in group work at the time and all those more generally interested in social work methods as teachers students practitioners supervisors and as local authority training officers It would also be of interest to a wider readership of teachers youth workers and those concerned with the group dynamics and counselling fields

Multi-objective Group Decision Making Jie Lu, 2007 This book proposes a set of models to describe fuzzy multi objective decision making MODM fuzzy multi criteria decision making MCDM fuzzy group decision making GDM and fuzzy multi objective group decision making problems respectively It also gives a set of related methods including algorithms to solve these problems One distinguishing feature of this book is that it provides two decision support systems software for readers to apply these proposed methods A set of real world applications and some new directions in this area are then described to further instruct readers how to use these methods and software in their practice **Making Strategy** Colin Eden, Fran Ackermann, 2013-04-04 This book approaches strategy making in a way that is designed to assist most organizations develop strategy appropriate to their size purpose and resources It provides a much needed guide to the strategy making process by elaborating the key concepts and theories of strategic management by illustrating through case vignettes the issues inherent in the process of strategy making and by providing extensive and detailed practical guidelines on the methods techniques and tools employed in the case vignettes Key themes explored are the crucial significance of political feasibility the role of participation emphasis on stakeholder management thinking about alternative futures within the overall process of strategy making

Social Work in Health Care Neil F. Bracht, 1978 This classic text covers all aspects of social work in health care

Crossing Boundaries and Developing Alliances Through Group Work Jocelyn Lindsay, Daniel Turcotte, Estelle Hopmeyer, 2023-06-14 Knock down cultural walls to build a foundation for successful social group work Crossing Boundaries and Developing Alliances Through Group Work examines how changing technological economic and social conditions require social workers to create alliances to better serve their clients The book addresses how the basic principles and techniques of group work can transcend geographical and cultural boundaries when dealing with issues such as HIV AIDS parenting adoption and sex offenses A distinguished panel of practitioners researchers and educators details the strategies used to establish cultural and linguistic border crossings that help reduce the limits social workers face Crossing Boundaries and

Developing Alliances Through Group Work addresses the multicultural dimension of social work and the benefits of a junction between research and intervention including how the convergence with other fields of knowledge music drama the arts etc can contribute to a more effective intervention methodology The book examines partnerships between research teams and agencies field placements collaborations between schools and practice settings building a learning community service education the arrival of new technologies teleconferencing the Internet reasserting group work fundamentals and how mixing and matching methodologies can produce a more effective intervention strategy Topics examined in Crossing Boundaries and Developing Alliances Through Group Work include working with AIDS patients in early recovery from substance abuse integrating group work with mutual aid to treat male sex offenders using teleconferencing groups with families involved in organ donation conducting group interventions with mentally ill parents working with families dealing with failed adoptions developing a mediating group for birth parent self assessment and much more Crossing Boundaries and Developing Alliances Through Group Work is an essential tool for dealing with cross cultural conflicts It s equally valuable as a professional guide for clinicians and therapists policy developers supervisors and administrators and as a textbook or supplemental text in courses dealing with clinical international and intercultural group work advanced group work support groups and mental health services

The Lecturer's Toolkit Phil Race, 2019-09-26 The fifth edition of The Lecturer s Toolkit addresses the needs and aspirations of all lecturers teaching in tertiary education With a focus on practical implementable strategies to enhance learning experiences and ensure best practice it covers all of the need to know information crucial to teaching success Pinpointing aspects of teaching excellence the challenges and stresses of teaching and adapted to cover digital and online learning as well as face to face contexts this new edition covers designing and using learning outcomes face to face online and peer dialogues using web extracts video clips phones tablets and social media in large group teaching how online learning relates to the larger contexts of lectures and MOOCs cheating plagiarism essay mills and online assessment how particular aspects fit into the bigger picture of a module course degree life ensuring you re looking after yourself Based on four decades of experience of higher education The Lecturer s Toolkit is written with authority and clarity in a jargon free style This invaluable guide is a must read for every higher education professional

The Inclusive Classroom Daniel Sobel, Sara Alston, 2021-01-07 Effective inclusion in the classroom shouldn t be a burden it should be the most rewarding aspect of a teacher s role An excellent guide to changing approaches to inclusion and creating a culture where all children can flourish SEN Magazine In this innovative guide to supporting the most vulnerable students experts Daniel Sobel and Sara Alston help primary and secondary teachers understand the barriers to children s learning Emphasising the importance of meeting needs rather than focusing on diagnosis they provide proven differentiation methods that maximise learning for the whole class while reducing stress and saving time for the teacher Guiding teachers through all the different phases of a single lesson from starters to plenaries the unique format of The Inclusive Classroom will

help bring inclusion to the forefront of any lesson plan Each chapter contains simple effective actions to differentiate and improve learning outcomes for students vulnerable to underachievement including those traditionally labelled SEN EAL pupil premium looked after and young carers Also provided are back up ideas for when things don t go to plan real life anecdotes from teachers and instructions on how to rethink traditional diagnoses and instead prioritise strengths and participation needs

Strategic Information Systems: Concepts, Methodologies, Tools, and Applications Hunter, M. Gordon, 2009-08-31 This 4 volume set provides a compendium of comprehensive advanced research articles written by an international collaboration of experts involved with the strategic use of information systems Provided by publisher

Making Groups Work Book Review: Unveiling the Power of Words

In a world driven by information and connectivity, the ability of words has become much more evident than ever. They have the capacity to inspire, provoke, and ignite change. Such is the essence of the book **Making Groups Work**, a literary masterpiece that delves deep into the significance of words and their impact on our lives. Published by a renowned author, this captivating work takes readers on a transformative journey, unraveling the secrets and potential behind every word. In this review, we shall explore the book's key themes, examine its writing style, and analyze its overall effect on readers.

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