

LEADERSHIP

CHAPTER 3 GROUP DEVELOPMENT

ACTIVITIES

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What's a Leader to Do?

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Where Are We Now?

3

How Are We Going to Treat Each Other?

4

Who Is Helping and Who Isn't?

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Can We Agree?

6

How Are We Doing?





ACTIVITY 1 What's a Leader to Do?

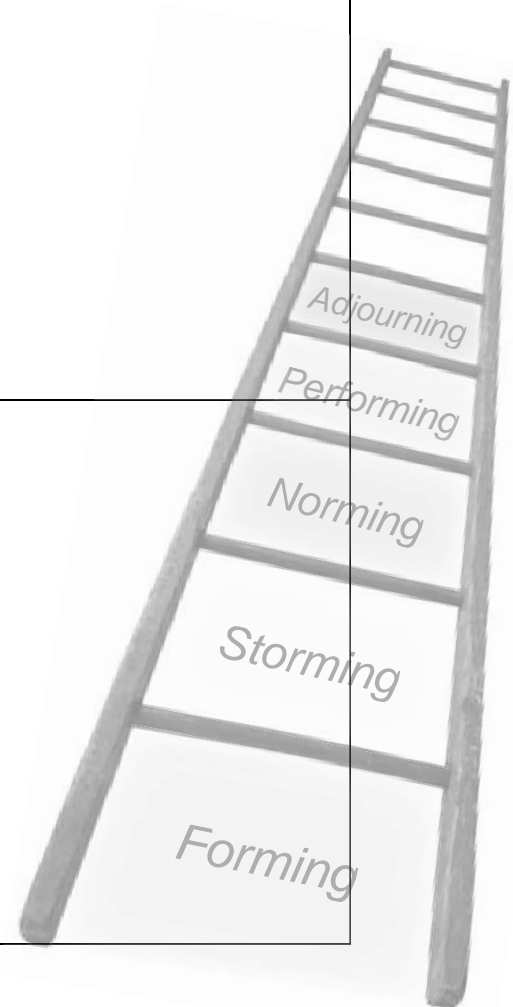
Instructions: Work in a small group to research one stage of group development. Present your answers to the class. Record all information on the chart.

STAGE	CHARACTERISTICS OF THE GROUP	LEADERSHIP STYLE AND DIMENSION	THE LEADER'S ROLE
<p>F O R M</p>			
<p>S T O R M</p>			





STAGE	CHARACTERISTICS OF THE GROUP	LEADERSHIP STYLE AND DIMENSION	THE LEADER'S ROLE
N O R M			
P E R F O R M			
A D J O U R N A L - F O R M			





ACTIVITY 2 Where Are We Now?

Instructions: Try to identify the stage of group development indicated by the statements the group members make.

Select your answers from Activity 1:

FORM

STORM

NORM

PERFORM

ADJOURN

“I don’t understand what we’re supposed to be doing.”	
“Let’s brainstorm!”	
“I know only one other person here.”	
“Let’s check. Does everyone know what they have to complete for the next meeting?”	
“Who made you the boss?”	
“Let’s agree that everyone gets a chance to speak without being interrupted.”	
“Our project is done! Maybe we’ll get to work together again sometime.”	
“Are we all agreed on the price of admission?”	
“I wonder why they called this meeting.”	
“Let’s make an agenda and try to stick to it.”	
“Does anyone want or need more help with their task?”	
“This is so frustrating – we’re not getting anywhere.”	
“A few of us are graduating this year. Next year will be a brand new ball game.”	
“Are we going to vote by a show of hands or secret ballots?”	



ACTIVITY 3 How Are We Going to Treat Each Other?

Instructions: In a small group, brainstorm guidelines for interacting in group discussions. Share your answers with the rest of the class, and together develop a set of rules for class and group discussions.

Guidelines for interaction:



Rules for group discussion:





ACTIVITY 4 Who Is Helping and Who Isn't?

There are many roles people play within groups. Most of them contribute to the effectiveness of the group. Some don't.

Instructions: Your teacher will assign you a role to play during a group task. Plan the actions and statements that you will make in this role. During the task, play the role assigned to you. Student observers will try to guess the role that you are playing.

Task roles:

1. **Initiator** – proposes new ideas and suggests solutions to existing problems
2. **Elaborator or Clarifier** – expands on existing ideas and may restate ideas
3. **Summarizer** – pulls ideas together and ensures consensus
4. **Recorder** – records details for current and future progress
5. **Time keeper** – ensures the group observes time limits and deadlines

Relationship or maintenance roles:

1. **Encourager** – responsive to individuals and makes everyone feel important
2. **Gate keeper** – ensures everyone has the opportunity to contribute ideas
3. **Mediator** – helps keep harmony in group by suggesting compromises
4. **Custodian** – keeps checking to ensure group doesn't violate basic values

Negative roles:

1. **Blocker** – opposes others' ideas and continues to get off topic and not listen
2. **Joker** – tries to be the centre of attention and may make fun of others' ideas
3. **Dominator** – tries to impose own ideas at expense of others – verbal bully
4. **Hidden agenda** – uses the team to fulfill their own personal agenda
5. **Dependent** – depends on others for ideas and opinions; takes the most popular opinion
6. **Recluse** – has no contribution to make and refuses to join in





Reflection:

The task was: _____

The role I took was: _____

The statements I made were: _____

The actions I took were: _____

I found this role easy/moderate/difficult to perform. _____

The observers correctly identified the role that I played. YES NO

Our group effort was helped by:

_____ who played the role of: _____
_____ who played the role of: _____
_____ who played the role of: _____
_____ who played the role of: _____
_____ who played the role of: _____
_____ who played the role of: _____
_____ who played the role of: _____
_____ who played the role of: _____

Our group effort was hindered by:

_____ who played the role of: _____
_____ who played the role of: _____
_____ who played the role of: _____
_____ who played the role of: _____



