GROUP DYNAMICS

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INTRODUCTION

- **Dynamic=Force**

- **It refers to the forces operating in the group.**

- **Its concerned with dynamic interaction of individuals in face to face relationships.**

- **As a leader understanding the group dynamic is essential in order to both compose & guide the individuals within a group for the purpose of successfully & efficiently completing an** assignment.

DEFINITION

- **It is the social process by which people interact face to face in small groups.**

- **A branch of social psychology which studies problems involving the structure of a group.**

- **It's an interaction that influence the attitudes & behavior of people when they are grouped with others through either choice or accidental circumstances.**

OBJECTIVES

- **Identify & analyze the social processes that impact on group development & performance.**

- **Acquire the skills necessary to intervene & improve individual & group performance in an organizational context.**

- **Build more successful organization by applying techniques by that provides positive impact on goal achievement.**

PRINCIPLES

- **The members of the group must have a strong sense of belonging to the group.**

- **Changes in one part of the group may produce stress in other person, which can be reduced only by eliminating or allowing the change by bringing about readjustment in the related parts.**

- **The group arises in functions owing to common motives.**

- **Group survives by placing the members into functional hierarchy & facilitating the actions towards the goals.**

Cont…

- The intergroup relations, group organization & member participation are essential for effectiveness of a group.

- Information relating to need for change, plan for change & consequences of changes must be shared by members of a group.

CURATIVE FACTORS OF GROUP DYNAMICS

- **Yalom (1985) identified 11 curative factors that individuals can achieve through interpersonal interactions within a group.**

  1. **Instillation of hope**
  2. **Universality**
  3. **The imparting of information**
  4. **Altruism**
  5. **Development of socializing techniques**
  6. **Imitative behavior**

Cont…

7. Interpersonal learning

8. Group cohesiveness

9. Catharsis

10. Existential factors

ELEMENTS
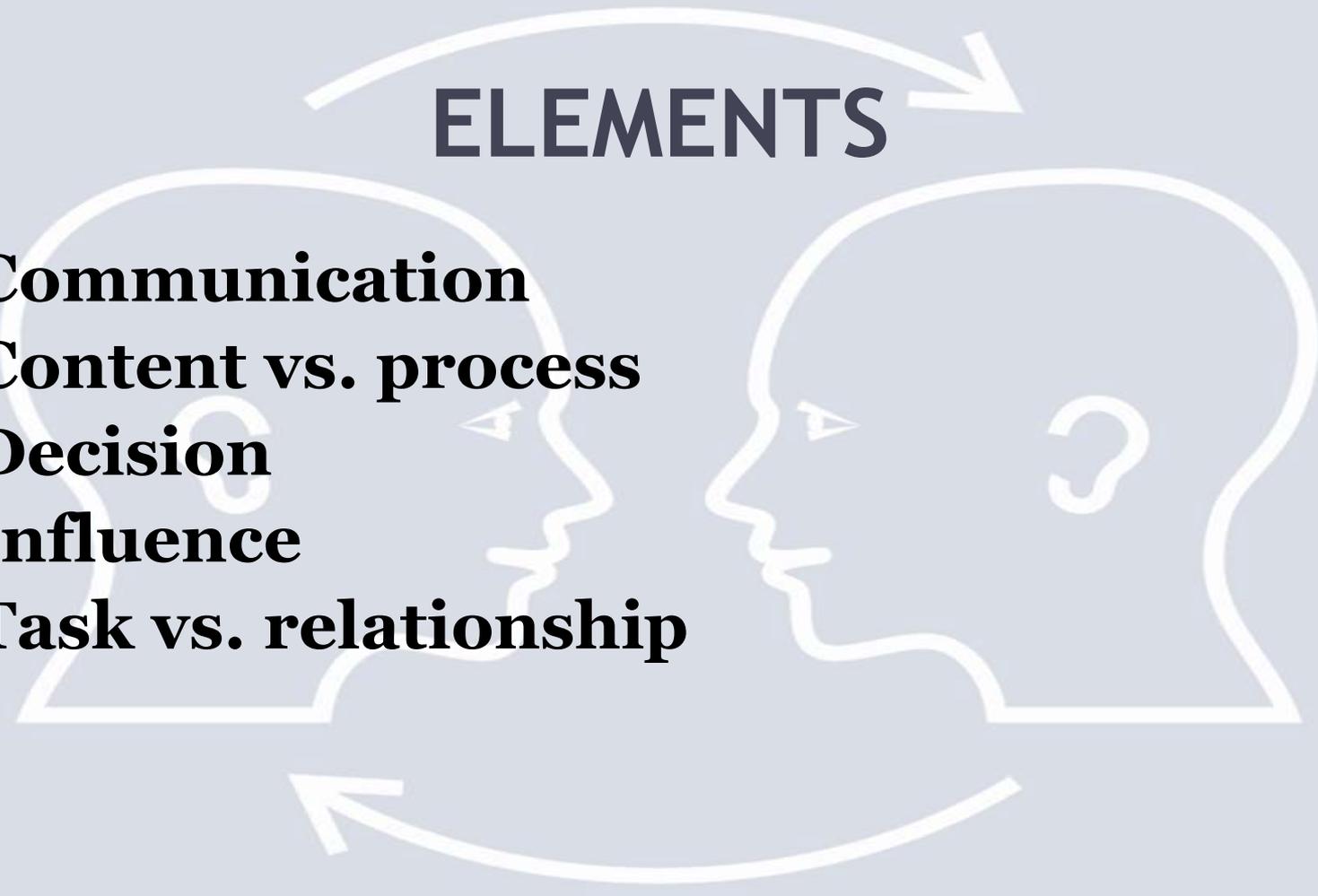
✓ **Communication**
✓ **Content vs. process**
✓ **Decision**
✓ **Influence**
✓ **Task vs. relationship**

GROUP DEVELOPMENT

- **There are several theories as to why groups develops.**

✓**A classic theory**
✓**Social exchange theory**
✓**Social identity theory**

1. A CLASSIC THEORY

- **Developed by George Homans, suggests that groups develop based on activities interactions, and sentiments.**

- **Basically, the theory means that when individuals share common activities, they will have more interaction and will develop attitudes (positive or negative) toward each other.**

- **The major clement in this theory is the interaction of the individuals involved.**

2. SOCIAL EXCHANGE THEORY

- **Offers an alternative explanation for group development.**

- **According to this theory individuals form relationships based on the implicit expectation of mutually beneficial exchanges based on trust and felt obligation.**

- **Thus, a perception that exchange relationships will be positive is essential if individuals are to be attracted to and affiliate with a group.**

3. SOCIAL IDENTITY THEORY

- **Offers another explanation for group formation.**

- **Simply put, this theory suggests that individuals get a sense of identity and self-esteem based upon their membership in salient groups.**

- **The nature of the group may be demographically based, culturally based, or organizationally based.**

- **Individuals are motivated to belong to and contribute to identity groups because of the sense of belongingness and self-worth membership in the group imparts.**

Cont…

- **According to Tuckman's theory, there are five stages of group development: forming, storming, norming, performing, and adjourning.**

- **During these stages group members must address several issues and the way in which these issues are resolved determines whether the group will succeed in accomplishing its tasks.**

1. Forming

- **This stage is usually characterized by some confusion and uncertainty.**

- **The major goals of the group have not been established. The nature of the task or leadership of the group has not been determined (Luthans, 2005).**

- **Thus, forming is an orientation period when members get to know one another and share expectations about the group.**

- **Members lean the purpose of the group as well as the rules to be followed.**

Forming cont…

- The forming stage should not be rushed because trust and openness must be developed.
- These feelings strengthen in later stages of development.
- Individuals are often confused during this stage because roles are not clear and there may not be a strong leader.

2. Storming

- **In this stage, the group is likely to see then highest level of disagreement and conflict.**

- **Members often challenge group goals and struggle for power.**

- **Individuals often vie for the leadership position during this stage of development.**

Storming cont...

- This can be a positive experience for all groups if members can achieve cohesiveness through resolution.
- Members often voice concern and criticism in this phase.
- If members are not able to resolve the conflict, then the group will often disband or continue in existence but will remain ineffective and never advance to the other stages.

3. Norming

- **This stage is characterized by the recognition of individual differences and shared expectations.**

- **Hopefully, at this stage the group members will begin to develop a feeling of group cohesion and identity, cooperative effort should begin to yield results.**

- **Responsibilities are divided among members and the group decides how it will evaluate progress.**

4. Performing

- **Performing, occurs when the group has matured and attains a feeling of cohesiveness.**

- **During this stage of development, individuals accept one another and conflict is resolved through group discussion.**

- **Members of the group make decisions through a rational process that is focused on relevant goals rather than emotional issues.**

5. Adjourning

- Not all groups experience this stage of development because it is characterized by the disbandment of the group.

- Some groups are relatively permanent (Luthans, 2005). Reasons that groups disband vary with common reasons being the accomplishment of the task or individuals deciding to go their own ways.

- Members of the group often experience feelings of closure and sadness as they prepare to leave.

THE ROLE OF THE GROUP LEADER

- **A person who is not in a position of authority, who is outranked and is new to the organization can still be a leader.**

- **Managing or Leading - refers to a person's ability to successfully lead a group of people.**

- **Organizations have realized that more leading characteristics are needed to be more competitive in the work world.**
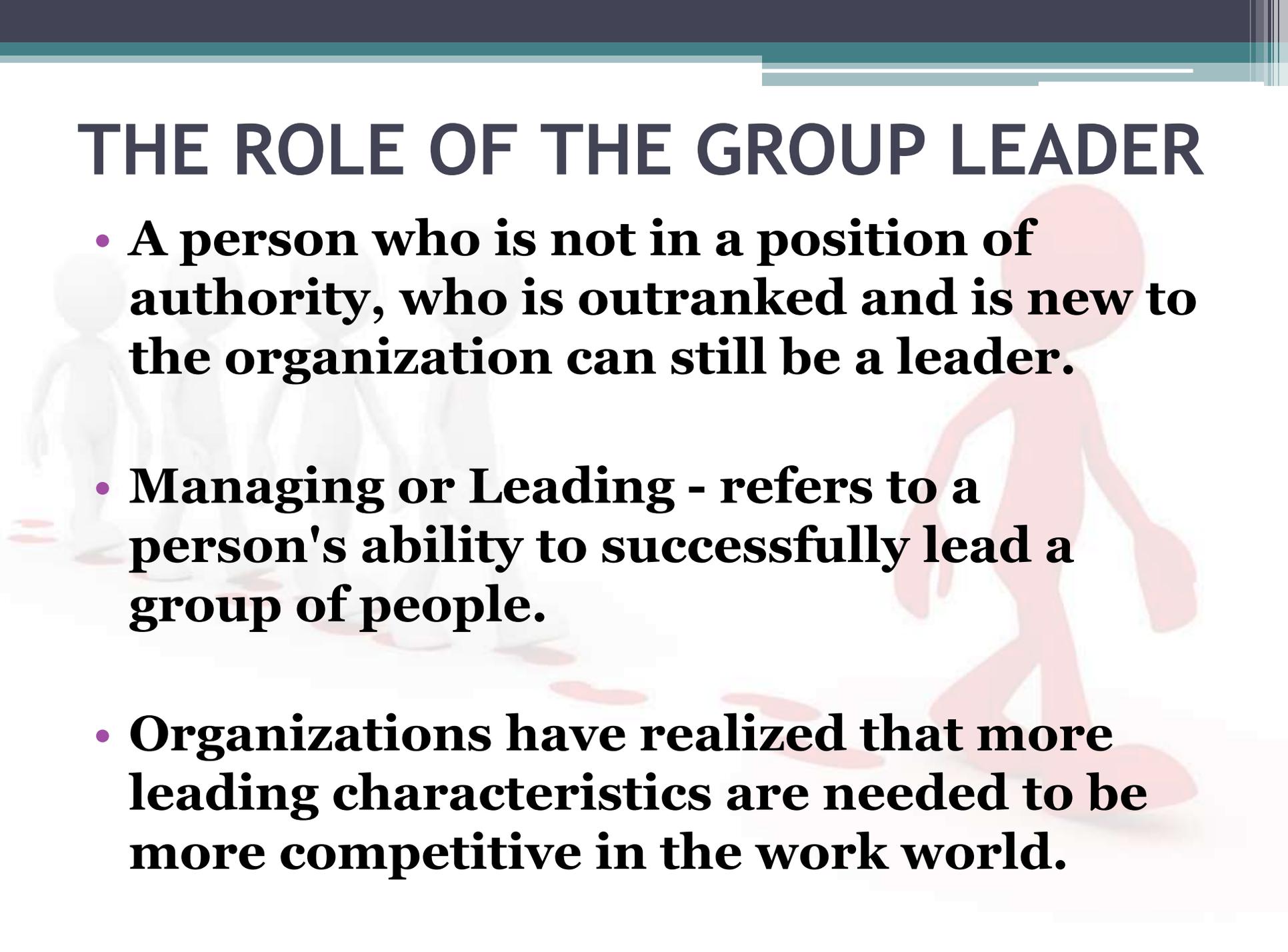
Cont…

- Success of an organization or the individual person (nurse) can be examined and fostered through mentoring other nurses in reaching a professional or personal goal (i.e. furthering their education or obtaining certifications in specialized procedures or areas of nursing), in attaining a leadership role (i.e. charge nurse or supervisor) or being rewarded in performance (recognition or raises)

Cont...

- **The nurse leader provides an atmosphere that allows open communication members.**

- **What are the characteristics that may affect attitudes and behaviors of the group members?**

- **Group size, gender composition, race, ethnicity and age among group.**

- **Cohesion - refers to the degree of attraction and motivation to stay in the group.**

- **Commitment - refers to a person's feelings and how they identify and are attached to the group's goals or activities.**

ROLE OF NURSE MANAGER IN GROUP DYNAMICS

- **Knowledge of group dynamics is needed by nurse managers to improve leadership competencies and facilitates group discussions and communication.**

- **Groups are a common feature of a majority of experiences of all nurses in such roles are outcome management, team co-ordination and teaching of students, patients and families.**

Cont...

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Cont…

- **The nurse manager usually has following role in group dynamics:**
  - ✓ **Supervise and manage the overall performance of staff in department.**
  - ✓ **Analyzing, reporting, giving recommendations and developing strategies on how to improve quality and quantity of nursing care.**
  - ✓ **Achieve business and organization goals, visions and objectives.**
  - ✓ **Involved in employee selection, career development, succession planning and periodic training.**

Cont…

✓**Working out compensations & rewards.**

✓**Responsible for the growth & increase in the organizations' finance & earning.**

✓**Identifying problems, creating choice & providing alternative courses of actions.**

CONCLUSION

- Group dynamics refers to the understanding of the behaviors of people in groups, such as task groups, that are trying to solve a problem or make a decision.
- Group norms are followed & collective pressure is exerted to ensure the effectiveness of the group.
- The group provides a measure of support & reassurance. Moreover, as a group, learners may also learn collectively for change action

Any questions???
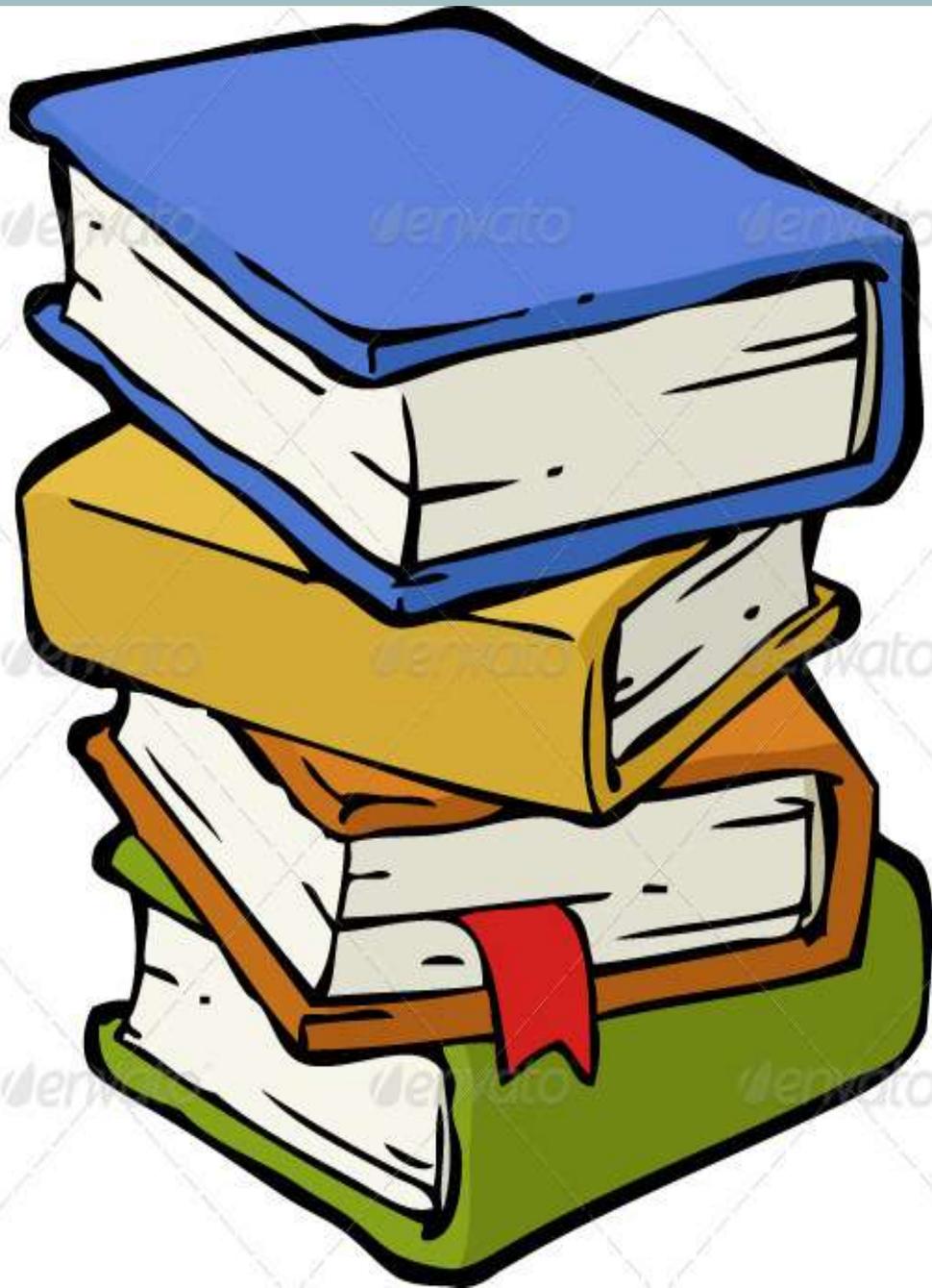
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