


IN SITU

TAKING
COOPERATION
FORWARD

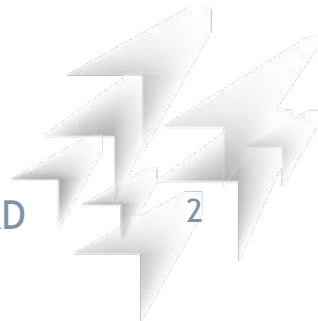
 D.T2.3.2 Joint ‚Socio Cultural` Educational Training

 **Experiencing Group Dynamics & Group Stages**

 IN SITU, RCE VIENNA, Laura Hohoff & Julia Rusin

- ❖ Our Principles Of Facilitation
- ❖ Team vs. Group
- ❖ Group Dynamics (Bruce Tuckman*s model)
- ❖ Exercises & Reflection phases in between
- ❖ Cozy Campfire with small Q&A

TOOLS: Slido, Pen and Paper, (candle light)



Our Principles Of Facilitation

★ Don*t host alone

Laura: Moderation & Exercises

Julia: Moderation & Theory, Assisting with Exercises

Anita: Breakout-Rooms, Roles, Recording

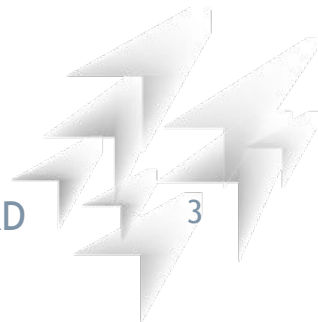
★ Clear purpose & goals

Experiencing Group Dynamics & Stages

How to understand, navigate and facilitate group dynamics & group stages.

★ Creating a safe, co-creative space

(--> Common Working Culture Handout)

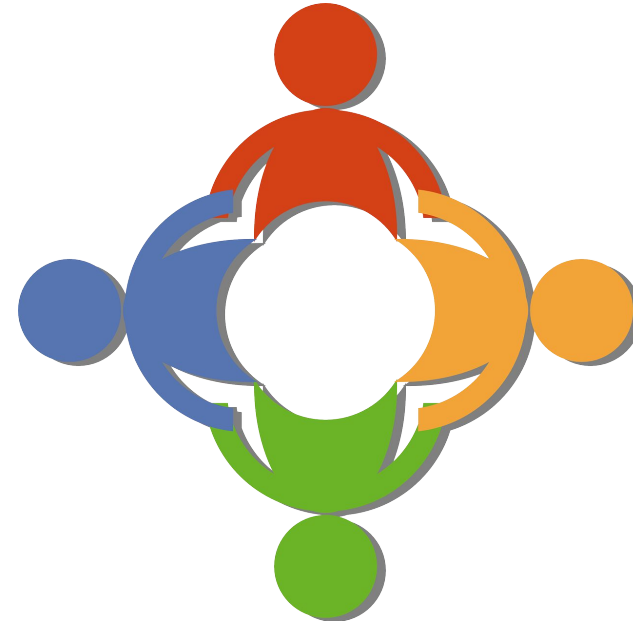


Group vs. Team



Group:

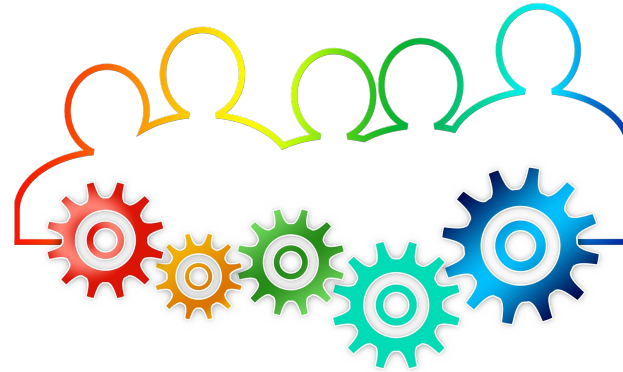
- Common interests, attributes, ...
- Individual goals



Team:

- Common goal
- Working together
- Synergies





Group dynamics = changes that may occur, that bring out actions and reactions within the group that affect group members.

Models of group dynamics: Kurt Lewin - Group Dynamics (1951)

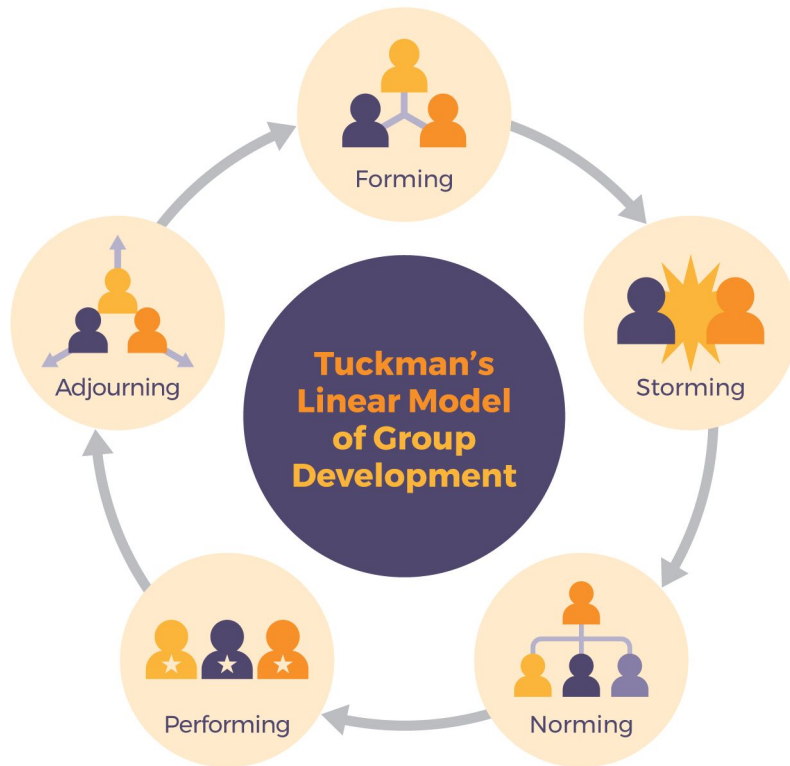
Raul Schindler - Rangdynamik position Model (1950)

Scott Peck - Community Building (1990)

Bruce Tuckman`s Model of Group Formation (1965)



Bruce Tuckman`s Model Of Group Development

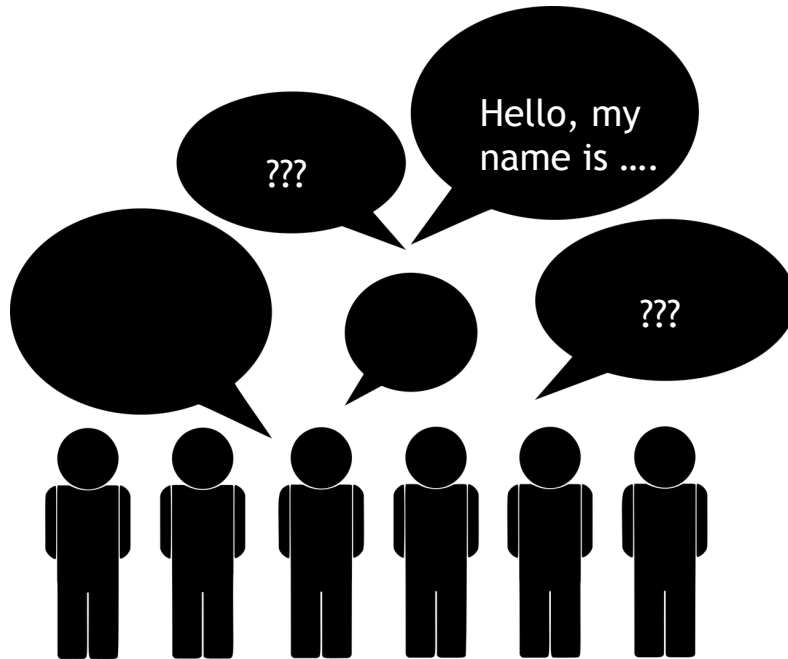


→ **Participants perspective**

→ **Facilitator/ trainer perspective**



1. Forming-Phase



?

- ❖ “Who are all of these people?”
- ❖ “What are we going to do?”
- ❖ “What `s expected of me?”
- ❖ “What `s kind of behaviour is appropriate?”

Participants:

- ❖ Getting to know each other
- ❖ Polite/ Conflict is low
- ❖ Orientation
- ❖ Insecurity/ Shyness
- ❖ High dependency on guidance



Graphic from <https://pixabay.com>

University of Minnesota (2014): Stages of Group Development.
<https://actonalz.org/sites/default/files/images/Stages%20of%20Group%20Development%20-%202010-21-14%20Extension%20Presentation.pdf>

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1. Forming-Phase

Facilitator:

- ❖ Guidance and structure (directive leadership-style)
- ❖ Clear Purpose
- ❖ Creating an atmosphere of safety, inclusion and acceptance
- ❖ Establish ground rules
- ❖ Set norms for communicating, resolving conflicts, etc.
- ❖ Climate-setting activities (icebreaker, sharing expectations and experiences)



1. Forming-Phase

Ice Breaker

- ❖ Stand up or sit down
- ❖ Zoom version: camera on or off

Are you ready?

(turn to gallery view)



**For the ice breaker:
Recording off**

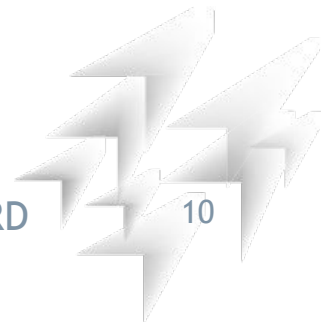


1. Forming-Phase

What is your first thought in the morning:

Camera ON: First things first- I need coffee

Camera OFF: I am ready to conquer the world.



1. Forming-Phase

What is your thought on teamwork:

Camera ON: Hell yeah, I love team work

Camera OFF: I am so much faster getting things done on my own



1. Forming-Phase

What is your thought on working culture:

Camera ON: Less talking, more doing

Camera OFF: Let's talk about a common vision before we start a project



1. Forming-Phase

What do you need to be able to work:

Camera ON: My workspace is a creative mess

Camera OFF: I can work from everywhere, I just need my laptop



1. Forming-Phase:

Getting to know each other & Sharing Experiences

- ❖ **Introduction: Name & 2 Hashtags** **5 Minutes**
- ❖ What do I need in order to feel comfortable at the start of a training/group process?
- ❖ Collect your answers: **Slido.com #19361**

[For the breakout session: recording off]



2. Storming-Phase



- Differences in experience
- Most uncomfortable phase

Participants:

- ❖ Competition
- ❖ Interpersonal conflict/ Tensions between members
- ❖ Disagreements on tasks, goals, etc.
- ❖ Cliques/ Alliances
- ❖ Emotional reactions
- ❖ Frustration, feeling of being stuck
- ❖ Question the authority



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2. Storming-Phase

Facilitator:

- ❖ Expect conflict/ Don't avoid it
- ❖ Conflict Approach:
 - ◆ Conflict is negativ
 - ◆ Conflict can be beneficial



Not the conflict itself is the problem, but its dealing can be!

- ❖ Meta-stage & Moderation
- ❖ Coaching role (facilitating learning)



2. Storming-Phase: Exercise

Lack of clarity --> face the storm

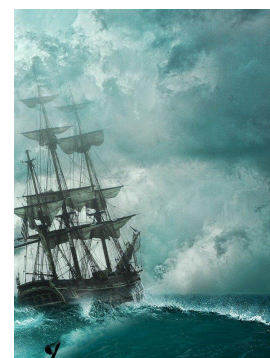
❖ Prepare for final outcome

10 Minutes

❖ Discuss: How would we represent Social Entrepreneurship by drawing it (as metaphor, symbolically, representing a situation)?

❖ Get into your roles and get ready to storm!

[For the breakout session: recording off]



2. Storming-Phase: Exercise

Lack of clarity --> face the storm

5 Minutes

❖ Reflection: Individually

Facilitator	Participants
+	+
-	-





Participants:

- ❖ Cohesion among group members
- ❖ Appreciation & acceptance of alternative points of view
- ❖ Development of working style
- ❖ Roles and tasks clear & accepted
- ❖ Issues, not people, confronted
- ❖ Issues discussed and resolved (blame → responsibility)



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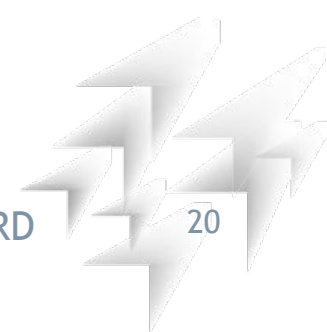
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3. Norming-Phase



Facilitator:

- ❖ Focus on Enabling & Assisting
- ❖ Team Building Activities
- ❖ Redefine or re-establish goals
- ❖ Encourage open communication



3. Norming-Phase:

Get on the same page

3 Minutes

1. By Yourself via **SLIDO.com: #19361**

What should we keep in mind to overcome the storming stage?

7 Minutes

2. Your groups:

Decide on:

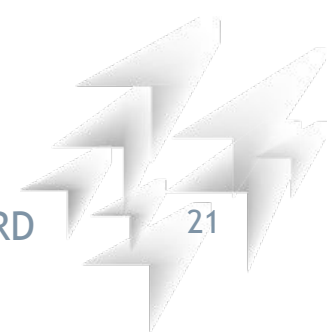
What should we keep in mind to not fall back into the storming stage?

Choose a person who takes the picture

Choose a person who will be the creative director of your masterpiece

Think of a common strategy to fulfill the task

[For the breakout session: recording off]



4. Performing-Phase



Participants:

- ❖ High autonomy
- ❖ Motivated, confident and familiar
- ❖ Commitment to work toward common goals
- ❖ Members relate with honesty, respect, authenticity
- ❖ Problems and difficult issues handled constructive
- ❖ Differences bridged with integrity

Graphic from <https://pixabay.com>

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4. Performing-Phase



Facilitator:

- ❖ Role as leader becomes less active
- ❖ Delegating and overseeing
- ❖ Regular ceremonies/rituals for celebration of accomplishments



4. Performing-Phase:

Reach the goal together

❖ You have 10 minutes to create a masterpiece

10 Minutes

❖ What does Social Entrepreneurship mean to us as a group?

=> upload it in chat and present it

[For the breakout session: recording off]

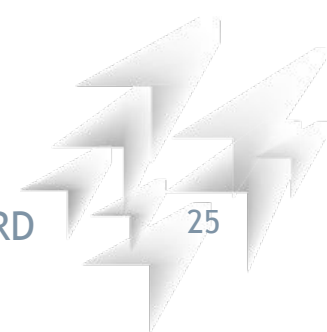


5. Adjourning-Phase



Participants:

- ❖ Work is done
- ❖ Evaluating the results and processes
- ❖ Mourning for loss of group identity and friendships
- ❖ Saying goodbye



5. Adjourning-Phase



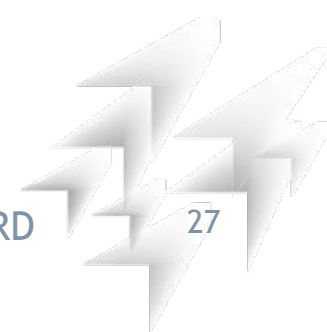
Facilitator:

- ❖ Closing procedures, rituals & celebration
- ❖ Discuss endings with members
- ❖ Provide a vehicle for people to say what they appreciate about each other
- ❖ Honoring the group and its members

[For last part: Recording off]



5. Adjourning: Cozy Campfire



THANK YOU FOR YOUR ATTENTION!

:)

✉ julia.rusin@wu.ac.at, laura.hohoff@wu.ac.at

