Effective Groups

Effective groups achieve goals
- Individual goals
- Social goals
- Task goals

Effective group performance is a function of:
- Individual performance
- Group processes

Individual performance is a function of:
- Capacity
  - Skills, knowledge and experience
- Opportunity
- Willingness

Group processes consist of:
- Leadership
- Structure
- Decision making
- Communication
- Culture
- Conflict management and politics
- Change and development

Source: Faculty of Veterinary Science, The University of Sydney
Effective Groups

Group processes lead to:
› Synergy when all is working well
› Performance losses when they are not

Effective Groups

Personal leadership and effective groups
› Self awareness
  - Your capacity (SKE) and willingness
› Self management
  - Using opportunities provided to develop your capacity and contribute to the group but also to trust and allow others
› Social awareness
  - Capacity, opportunities and willingness of others through empathy for others
› Relational competence
  - Using self awareness, self management and social awareness to manage group processes

Effective Groups

Reflection
› What?
› So what?
› Now what?

Effective Groups

Sometimes it is easy to get carried away by the task – remember there are also individual and group goals and you will achieve a better, more enjoyable learning experience.