Business gp

Effective Community Building Inserts His/Her Inserts Grade Inserts 12th (Sunday, December, One of the very important ways of increasing self awareness, personal development and working effectively within a group can be done through the Johari Window Model. This can be quite important for the R&D Organization because the team consists of around 350 people.

What is Johari Window?

There are four areas of the Johari Window, including the open area, blind spot, hidden self and unknown area. Things which are known by everyone including the individual himself/herself consist of the open area. During the process of the meeting in hand, this area has to be expounded upon in a way that it enhances open communication within the whole team and within different groups. Other areas are also important so explained briefly; the blind spot is what others know about a certain individual, but which the individual does not know about himself, the hidden area which is known only to the individual himself, and the unknown area consists which is unknown to the individual and the others as well.

Open area communication

The open area can be used to communicate effectively within the organization. The open area is very important because this introduces the new team members, which in this case would be the Working Better group. When we work in this area, we are at our best and also productive. The open arena is actually seen where good cooperation and communications occur. Also when different teams are grouped, the size of the open area can be expanded horizontally into the blind space so that individuals can learn more about themselves. This can be done by seeking and actively listening to feedback from other people. This can be done by anonymous slips so as to

ensure privacy. This cannot be done immediately until or unless the people actually get to know each other first.

Ice Breakers

Ice breakers heighten the effectiveness of training sessions, which will be particularly significant in this conference. On the first day, everyone needs to introduce himself/herself and this can be done in a comfortable manner through the ice breaker exercises. One exercise that can be done effectively is that after everyone has stated their names, a manual can be handed out to any random person that he/she should start with any word. That same person will ask the next person to continue with any other word. For example, the person with the manual states ' I', the person next to him might say ' am' and this continues on. Not only it shows dependency on other team members which illustrates that team work is important, it creates humor when people can come up with any random words, hence breaking the ice! The people will know each other names, dependency will increase the chances of developing friendships between people, and humor will also help establish friendships. Also throughout the course of the session, the blind and the hidden areas can come into prominence as each person in the group will share something about himself/herself. But this cannot be done on the first day because people will take time to actually establish this type of relationship. The starting of the second day would be quite satisfactory for this. In this way the people will get to know more about each other, for example the use of words by each person will signify whether that person is serious or humorous etc. This will greatly assist in the open area communication of the model.

Conclusion

It can be seen from the hierarchy of the organization that there exists various groups in the organization. This model can be effective in dealing with the employee/ employer relationship and can influence the skills of empathy, cooperation, inter group development, behavior and inter personal development, which is the requirement of most modern business organizations.

References

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