

The forgotten group member



The Forgotten Group Member Part I. The stages of group development are the forming stage (group members are just getting to know each other), storming stage (group members clash with each other), norming stage (group members are unified), performing stage (group members are working orderly), and adjourning stage (group members are ready to disperse).

Christine's OB group is currently in the storming stage because group members are falling out with one another and are unsure about how the other group members are contributing. Additionally, because some members of the group were having unplanned meetings, group members were being pitted against one another. The group should display better communication by informing all group members ahead of schedule when group meetings are going to be taking place. Christine failed to understand the dynamics of her group and thus was unable to bring them together in unity. Because of the stage that her group is currently in, Christine needed to educate her group members more by communicating with them in ways that she would be understood. Her inability to recognize this meant that the outcome of the group was inevitable. Part II. There are many primary and secondary problems that the group is currently facing. First of all, a primary problem is that there is not an effective leader in the group. Christine does not have a strong enough personality to take control and manage her team members in the right fashion. This is partly down to Christine's inability to fully understand the needs of her group's members. Because of this, Christine was not the best choice for the role of group leader simply because she doesn't have the skills required to perform the role effectively. The group never really went through the forming stage and, as such, did not progress beyond the storming stage. People like Mike should have been included in

the group discussions and also involved in making decisions. Because of Mike's personality as the class clown, he could have been given something creative to do in order to use his imagination. As he is an outgoing person, Mike could have been allocated greater responsibility in presenting the case to the class because he would do it in a humorous way. Steve could have been responsible for planning the various stages of the project because he likes to have everything prepared and organized. Because Janet likes to put in extra effort, she could have been allowed to take control of completing the project. Christine should have become creative and set up video group meetings through applications such as Skype. This would have done without the need for group members to physically meet at a certain place and time. Basically, Christine tried to manage the group without ever really leading it.

Part III. Many things could have been done to combat the challenges that Christine faced as the group leader. She should have promoted group unity by organizing events outside of class that were unrelated to the project the group was working on. This could have an effect of bonding the team together through fun activities. This in turn would result in a more harmonized working culture amongst the group. Another way to bring the group together could have been to set ground rules for each group member and what exactly is expected of them. Christine was unfortunately part of the problem here because she allowed Mike to pass his notes to her and was then expected to read his notes to the group. She should have put her foot down and demand that Mike show more commitment to the group. Christine never really connected with many of her group members by understanding their feelings about the project. If the group members have felt satisfied with the situation that the group was in, then they would have been more willing

to get the job done. One way for Christine to do this could have been to individually take each group member aside and discuss their issues and feelings with them. This way, no confrontation has to take place because personal differences can be settled with Christine acting as the intermediary.

Part IV. Christine was not a very effective leader in this group because she failed to recognize its weaknesses and then correct them. The reason why she was not as focused on the group as she should have been is because she was more concerned about her grades rather than how the team performed. This shows that Christine is self-centered and is not worried about the group's output. Instead of giving certain members of the group the cold shoulder, she should have come alongside them and understood what they wanted to get out of the group. All the members of the group should agree on how best to go about finishing the project to a high standard. Communication would be a key component of this. If communication is a one-way street and there is no positive feedback, then the group will naturally not be working in unity. Christine needs to take on the ideas of others on how to go about things. This would have created harmony within the group and allowed it to succeed.