

Group dynamics and the movie we are marshall



The movie *We are Marshall* tells the story of the rebuilding of the Marshall University football program after a tragic plane crash in 1970 that killed nearly the entire team and the coaching staff. The university president came close to suspending the program when he was persuaded by students and the community to build. A replacement coach is brought in to rebuild the program with little time, few volunteers and even fewer supporters. The need for group formation is vital under these harsh circumstances.

The key elements that they will need are: Forming, Storming, Norming and Performing. The individuals who were left behind struggled to cope with the devastating loss of their loved ones, the grieving families found hope and strength in the leadership of Jack Lengyel, a young coach who was determined to rebuild Marshall's football program and in the process helped to heal a community. The first step in the path to recovery would be how to get people involved Group Membership. This step would be the Forming.

It is not always group members, activities or set goals that would attract people but membership itself. At time just the mere fact that they are involved in an exclusive club or team of people will persuade those with the desire of belonging. The next step that the couch and his team must consider is Storming. This step would have to be the most confusing stage because you have competition; individuality, and the conflict emerges as the group member try to satisfy their own needs.

The new couch throws out the old playbook and designs a new offensive scheme. He realizes that the playbook was designed for a different time and a different team with different skills. His current team needs a different

approach to have a shot at success, as they are clearly failing using the old playbook. As the coach, he makes a swift decision and rapidly implements a new playbook which immediately begins to build the confidence of the team. While it takes a few games for the team to get it, they ultimately win again.

This is only the affect of resolving their conflicts and clear guidelines for the group are met through negotiations. This stage would classify as Norming. If you are the leader, you must do more than cast a vision or rally the troops with a motivational speech. You must identify what new behavior is required and help your team learn that new behavior as fast as possible. All in all this is considered as the refininThe final stage of this process is the Performing; which is evident through their actions of success on the football field.

The coach of Marshall challenges the players to “ lie it on the line until the final whistle blows, and if you do that, we cannot lose. ” As the leader, you cannot ask for this commitment until you work through a specific game plan that can win. Do you have a specific game plan? If not, it’s time to get to work. References: Works Cited Masterson, T. E. (2007). Communicating In Small Groups Principles and Practices. Boston Massachusetts: Pearson Costom Publishing. [www. moviefone.](http://www.moviefone.com/movie/we-are-marshall/25380/synopsis)

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