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The Dynamics of a Team!

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Objectives

Understanding the Importance of Group Dynamics as a College Student:

- Assist you will working with others in class
- With other students
- Academic Clubs
- Completion timeline
- Sports
- Student Organizations
What we need to do is learn to work in the system, by which I mean that everybody, every team, every platform, every division, every component is there not for individual competitive profit or recognition, but for contribution to the system as a whole on a win-win basis.
Kurt Lewin, PhD Social Psychologist
Born 1890
1909 University of Freiberg
1916 received PhD
1921 Professor of Philosophy & Psychology
Berlin University
1944 founder of the Center for Group Dynamics

Change Management Expert
Lay claim to the term Group Dynamics
Impact of the group members roles and behaviors
Other theorists
L. Lippitt
R. White
Why teams in a College setting?

• When several people use their skills and knowledge together, the result should be a better project.
• Colleagues working together can sustain the enthusiasm and lend support needed to complete the project/activity.
• Completing a course project/activity or an event/meeting in a student organization is time consuming and intellectually challenging.
• Learn relevance for future dealings in college and after graduation.
Group Dynamics

Causes for Poor Group Dynamics
- Weak leadership
- Excessive deference to authority
- Blocking
  - The aggressor
  - The negator
  - The withdrawer
  - The recognition seeker
  - The joker
- Group think
- Freeriding
- Evaluation
- Apprehension

Definition
- People often take on distinct roles and behaviors when they work in a group.
- "Group dynamics" describes the effects of these roles and behaviors on other group members, and on the group as a whole.

Strategies for Improvement
- Know your team
- Identify the phases
- Define Roles and Responsibilities
- Tackle problems quickly
- Provide feedback
All of us, at certain moments of our lives, need to take advice and to receive help from other people.
How do Team Dynamics Work Best?

- Know your team members
- Dependable personal relationships
- Identify behaviors and characteristics
- Address problems immediately
How Do Teams Work Best?

Herrmann Brain Dominance approach

http://www.athenaonline.com/knowledge/containers/SBPframe.asp?IDK=1216AF08&ID=2718&bhcp=1

Define roles and responsibilities

Communication, collaboration, and listening
How Do Groups Become Dysfunctional?

- No trust
- Disruption in the work flow
- Unable to make decisions; lack focus
- Decision making could lead to wrong choices
- Decreases the ability to explore other options or solutions
- Lack of leadership characteristics
- Lack of expressing one’s own thoughts
- Leave peers to do all the work
- Being severely judged by peers
Recipe for Successful Teams?

Effective systems and processes

- Commitment to shared goals and objectives
- Clearly defined roles and responsibilities
- Use best skills
- Allow each member to develop
- Provide feedback

- Clear communication
- Beneficial team behaviors; well-defined decision procedures and ground rules

- Balanced participation
- Awareness of the group process
- Good personal relationships
The Goose Story: Teamwork Stand by Each Other

author Unknown

- Geese fly along in a "V" formation
- It has been learned that as each bird flaps its wings, it creates an uplift for the bird immediately following.
- By flying in a "V" formation, the whole flock adds at least 71% greater flying range than if each bird flew on its own.
- People who share common direction and sense of community can get where they are going quicker and easier, because they are traveling on the thrust of one another.
- When a goose falls out of formation, it suddenly feels the draft and resistance of trying to go it alone, and quickly gets into formation to take advantage of the lifting power of the bird immediately in front.
- If we have as much sense as a goose, we will stay in formation with those who are headed the same way we are going.
The Goose Story: Teamwork Stand by each other

author Unknown

• When the lead goose gets tired, he/she rotates back in the wing and another goose flies point.
  • It pays to take turn doing hard jobs.

• The geese honk from behind to encourage those up front to keep up their speed.
  • An encouraging word goes a long way.

• Finally, when a goose gets sick, or is wounded by a gun shot and falls out, two geese fall out of formation and follow him until he is either able to fly or until he is dead, then they launch out on their own or with another formation to catch up with the group.
  • If we have the sense of a goose, we will stand by each other like that.
Author Unknown

It is amazing how much you can accomplish when it doesn’t matter who gets the credit.
5 Strategies for Academic Success: Using Your Strengths

http://www.extension.harvard.edu/inside-extension/5-strategies-academic-success-using-your-strengths
These FIVE tips can help you stay sane during the school year (Summary of the video)

1. Know your strengths.
2. Set specific goals.
3. Be positive.
4. Be resilient.
5. Make time to recover.

http://www.extension.harvard.edu/inside-extension/5-strategies-academic-success-using-your-strengths
LIFE’S BALANCE...

School

Work

Study

Relax
Questions?
More Information?
Contact Information

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