

Groups

A group has a shared sense of purpose, they have a collective identity and a structured pattern of communication.

An effective team has a strong team leader, efficient group cohesion and they maximise the skills available. There are 5 different stages in a groups development:

1. Forming – Members of the group get to know each other.
2. Storming – Conflict of ideas and compete for power
3. Norming – New ideas become set and the group begins to work together
4. Performing – All team members are aware of their roles and they start to work very efficiently
5. Mourning – If the team breaks down due to the task set



Group Performance and Social Loafing

Group performance is all about obtaining the best performance possible from the team which you are provided.

Steiner's model represents group performance:

Actual group performance = potential productivity – losses due to faulty processes