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Module 4

Group work



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Learning Outcomes (Summary)

1 Purpose and Benefits of Groups

2 Group Dynamics

3 Effective Group Work



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Learning Outcome 1: Purpose and Benefits of Groups

- a) Defining Group
- b) Why work in a group?
- c) Main group types
- d) Group structure
- e) Forms of group work

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LEARNING AREA 1

Purpose and Benefits of Groups



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LEARNING AREA 1

Purpose and Benefits of Groups

Let us start with a short group activity!

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Defining Group



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Defining Group

Definition 1 A group is:

A number of people or things that are located, gathered, or classed together, e.g.

“a group of boys approached”;
“The extent of this clustering was similar in all four social class groups.”

<http://www.oxforddictionaries.com/definition/english/group>



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Defining Group

Definition 2 A group is:

a small number of people
who are together in the **same place**

„A group of her friends were waiting for her inside.“

http://www.macmillandictionary.com/dictionary/british/group_1



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Defining Group

Definition 3 A group is:

a set of people who meet or do something together because they share **the same purpose or ideas**.

“The attack was carried out by a rebel group.”

“She was a member of a right-wing political group.”

<http://www.macmillandictionary.com/dictionary/british/>



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Defining Group



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Definition 4 A group is:

a set of people, animals, or things that are considered together because they **are similar in some way.**

“people from different ethnic and minority groups”
“Firms should employ more people in the over-55 age group.”

http://www.macmillandictionary.com/dictionary/british/group_1_h/

Defining Group

Definition 5

A social group is:

usually defined in sociology a group of 3 – 25 members that

- follow a common objective during a longer time period,
- have continuous communication and interaction,
- create group-related roles, norms and values.

<http://wirtschaftslexikon.gabler.de/Definition/gruppe.html>



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Defining Group



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Definition 6

A group is defined by following characteristics:

- 3 -20 members (so-called large groups have more usually
- 20 and more members)
- a common objective or a common task
- the possibility of face-to-face communication
- a certain lifetime, usually from 3 hours up to a couple of years

König O., Schattenhofer K. (2006) *Einführung in die Gruppendynamik*. (6th ed) Heidelberg: Carl-Auer-Verlag, p15

Why work in a group?



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What are benefits/disadvantages of working in a group?

Please list and discuss them in class.

Why work in a group?



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Did you think of these?

- Combine talents
- Providing innovative solutions
- Wider skill and knowledge set
- Advantage over an individual
- Self managing
- Self monitoring - Delegated responsibility
- Benefits - Motivational
- Decide together or alone?

Why work in a group?



Possible benefits for the group and the individuals:

- Through training, better chance of solving problems
- Sense of belonging
- Maximise potential
- Accountability is shared
- Enhanced self esteem

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Why work in a group?



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Group Process:

- Spirit of co-operation
- Co-ordination
- Common procedures
- Mutual support

Main Group Types



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Groups come together for a variety of reasons and there are many groups in society including.

- Educational
- Therapeutic
- Activity
- Support Based

Main Group Types

Educational



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- learn,
- gain information,
- gain qualifications,
- build confidence,
- make friends,
- career development,
- gain employment

Main Group Types

Support

- meet people in similar situations,
- share experiences,
- gain support,
- learn from others experience,
- help others,
- source information,
- advice,
- meet new people,
- socialise.



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Main Group Types

Therapeutic

- self help,
- counselling,
- share experience,
- confidence,
- overcome difficulties,
- plan future lifestyle,
- coming to terms – behaviour change



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Main Group Types

Activity



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- learn/improve skills,
- gain new qualifications,
- make friends/new people,
- new experiences,
- personal development,
- enjoyment,
- shared activity

Types of Groups - Purpose



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Educational

- Intro to IT, Food Hygiene, First-Aid, Learn direct, CLAN, in-house training, XL groups, assertiveness group

Support

- Young Parents, Young Carers, Neighbourhood watch, Women's Aid, Teenage pregnancy groups

Therapeutic

- A.A, Drug Recovery, Women's Aid, Anger management, Suicide support group

Activity

- Music Group, Football club, Art Class, Media group. Chess club

Types of Groups - Purpose



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On the handout, please find a list of community groups and organisations.

In small groups discuss which type of the main community groups they belong to and methods of engagement they use.

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Group structure



Group structure can take a variety of forms ^{Module 4}

- Leadership structure
- Formal/informal
- Task process
- Open/closed
- Regular/ad hoc

Group structure



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Leadership structure

- Educational
 - Tutor led and directed. Curriculum controlled
- Activity
 - Directed by leader
- Support
 - Supported/facilitated by worker
 - Input from participants, could be led by participants
- Therapeutic
 - Controlled by worker but agreed input by participants

Group structure



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Formal groups

- Formal groups can be defined by the rules that are readily observable through written documents or rules that are determined & executed through formal position such as authority or ownership.
- The major purpose of formal groups is to perform specific tasks and achieve specific objectives defined by the organisation or group

Group structure



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Informal groups

- Informal group involves of a number of people who frequently participate in activities and share feelings for the purpose of meeting their mutual needs. There are usually a set of rules based on general understanding, being in most part socially derived and therefore not accessible through written developments or necessarily sanctioned through formal position.



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Group structure

Task / Process Groups

Task	Process
Orientation	Testing and dependence
Organising to get work done	Intergroup conflict
Information flow	Group Cohesion
Problem solving	Interdependence

Group structure



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Please work on the Case study about the Neustadt Tenants Association. Describe the structure of this group and explain the key role that an individual or group of people have in the decision-making process of such a group.

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Human beings acting similar to social animals?



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In some ways the behavior and the reactions of human beings and animals in social situations might be similar. In order to find out what factors make animals react positively towards others, please watch following video.

https://www.youtube.com/watch?v=ofpZoqD1_X0

Enabler groups



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Please think and discuss about how different groups in communities could be brought together by making use of enabler and “door-opener” groups.

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Different forms of group work



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Do 2 / 3 / 4 / 6 / 12 form a group?

Please think of different forms of group work activities how they could contribute to successful Community Education?

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Inclusion of the group work concept in Community and/or Community Education



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Please think of tasks that could be identified as more suitable for group work than others.

Let us have a quick thinking activity!

Inclusion of the group work concept in Community and/or Community Education



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Tasks suitable for group work:

- complex problem solving
- extensive research
- lengthy deliberations
- higher order conceptual skills
- reinforcement of specific behaviours or skills
- leadership
- collaboration

http://sydney.edu.au/education_social_work/group_work/design/tasks_suit

Inclusion of the group work concept in Community and/or Community Education



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Please think of examples of tasks in your
community.

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LEARNING AREA 1

Purpose and Benefits of Groups



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Please discuss any open questions related to Learning Area 2.
Thank you very much!