



Knowledge ● People ● Learning

A Harsh Bhargava Enterprise

Special Foundation Course 2015
Working in Groups

Working in Groups



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Agenda



- Game
- Group decision making
- Groups
- Why people join groups
- Stages of group formation
- Behaviour of groups

Game

- Read the given situation and its title
- Identify most important items for survival at sea
- Rank order as a group
- Submit your answer



Game- Answers



1. Shaving mirror: Vital for signalling air/sea rescue.
2. 10 litre can of oil/gas mixture: Vital for signalling - the mixture will float and could be ignited (when the raft is clear, obviously!)
3. 25 litre can of water
4. 1 case of rations: Provides basic food.
5. 20 sq.ft. of opaque plastic: To collect rainwater and provide shelter
6. 2 boxes of chocolate bars: A reserve food supply

Game- Answers (Contd)



7. Fishing kit: Ranked lower than the chocolate bars because there is no guarantee that you will catch any fish!
8. 15 ft. of nylon rope: May be used to secure equipment to prevent it from falling overboard.
9. Seat cushion (flotation device): A life-saver is someone falls overboard.
10. Shark repellent

Game- Answers (Contd)



11. 1 qt. of 160 proof rum: Contains 80% alcohol - enough to serve as antiseptic for injuries; of little value otherwise; will cause dehydration if drunk.
12. Small transistor radio: Of little value as there is no transmitter.
13. Maps of the area: Worthless without navigational aids - it does not really matter where you are, but where the rescuers are!
14. Mosquito netting: There are no mosquitoes out at sea.
15. Sextant: Relatively useless without tables and a chronometer



Group Decision Making

- **Group Strengths:**
 - Generate **more complete information** and knowledge
 - Offer **increased diversity** of **views** and greater **creativity**
 - **Increased acceptance** of decisions
 - Generally **more accurate** (but **not as accurate** as the most accurate group member)



Group Decision Making

- **Group Weaknesses:**
 - Time-consuming activity
 - Conformity pressures in the group
 - Discussions can be dominated by a few members
 - A situation of ambiguous responsibility



Group Decision Making (Contd)

- **Groupthink**
 - Situations where **group pressures for conformity** deter the group from **critically appraising** unusual, minority, or unpopular views
 - Hinders performance

Groupthink



- **Symptoms:**
 - Group members **rationalise** any **resistance** to the assumptions they have made
 - Members apply **direct pressures** on those who **express doubts** about shared views or who **question the alternative** favoured by the majority
 - Members who have doubts or differing points of view **keep silent** about misgivings
 - There appears to be an **illusion of unanimity**
- **What to do?**



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Groupthink (Contd)



- **Minimize Groupthink by:**
 - Reduce the size of the group to 10 or less
 - Encourage group leaders to be impartial
 - Appoint a “devil’s advocate”
 - Use exercises on diversity



Groups

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- **Group:**
 - Two or more individuals **interacting and interdependent**, who have come together to achieve **particular objectives**
- **Examples**
 - Group of devotees@Tirupati
 - WhatsApp Group
 - Group of citizens repairing potholes
- **Types of groups**



Group Types

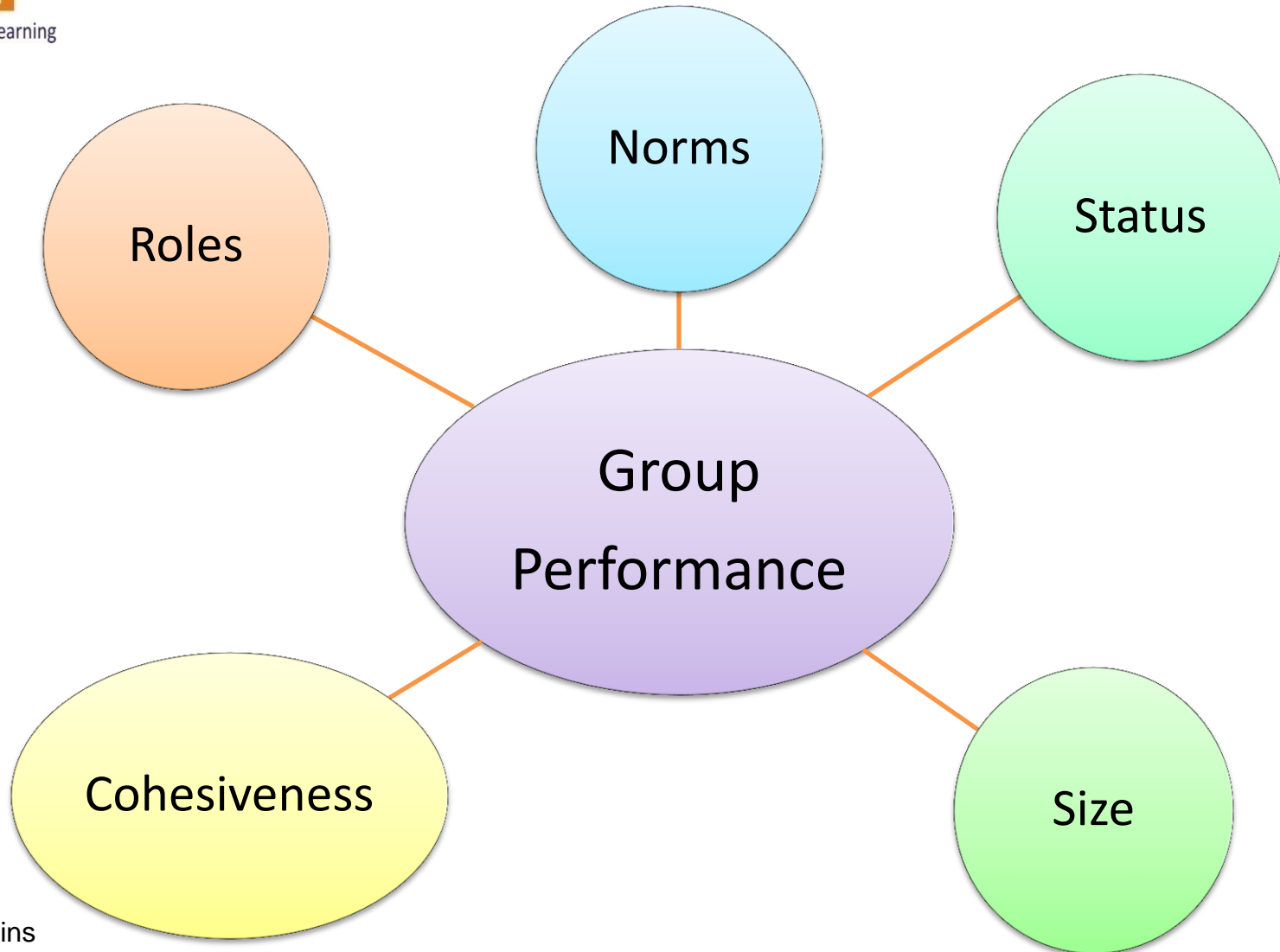
- **Formal Group:**
 - Defined by the **organisation's structure** with **designated work** assignments giving tasks (QC)
- **Informal Group:**
 - Alliances that are **neither formally structured** nor organisationally determined
 - **Appear naturally** in response to the need for **social contact** (BSAP, GHAC, ACAP etc)
 - Deeply **affect behavior** and **performance**

Why People Join Groups

- Security
- Status
- Self-esteem
- Affiliation
- Power
- Goal Achievement



Group Properties



Source:
Stephen Robbins



Group Decision-making Techniques

- **Interacting Groups**
 - Where members meet **face-to-face** and rely on verbal and nonverbal communication
 - Tend to **self-censor views/ideas**
- **Brainstorming**
 - An **idea-generating process** designed to overcome pressure for conformity



Group Decision-making Techniques (Contd)

- **Nominal Group Technique (NGT)**
 - Works by **restricting discussion** during the decision-making process
 - Members are physically present but **operate independently**
- **Electronic Meeting** (Video Conferencing with Districts)
 - Uses technology to hold large meetings of up to 50 people
 - Groups **geographically** dispersed-- **Districts**



Group Effectiveness

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Effectiveness Criteria	Interacting	Brainstorming	Nominal	Electronic
No. and quality of ideas	L	M	H	H
Social Pressure	H	L	M	L
Cost	L	L	L	H
Speed	M	M	M	M
Task Orientation	L	H	H	H
Potential for Interpersonal Conflict	H	L	M	M
Commitment to Solution	H	N/A	M	M
Group Cohesiveness	H	H	M	L

Source: Stephen Robbins

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Q&A

Closing Thought

When 'i' is
replaced By 'we'

Even
'illness'
Becomes
'Wellness'



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Next Session

- Thursday, 3rd December
- Inter-group Working
- Pse be on time– we will start with a game

Thank you.

Groups achieve more.



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