

2015

Working in Groups

CompSci 345 / SoftEng 350

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Assignment 2

- Groups can be across tutorials.
- Each group should ideally have mix of skills (e.g. Psychology, Designing, Programming).
- If you don't have a group yet, make one on Picassa 😊
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Why have groups?

- Employers want team skills.
- Allows work on large/complex projects.
- Enables you to work with people from different backgrounds.
- Exchange of information enables you to up skill.
- Get feedback
- Groups usually outperform individuals.

**This group work is so time consuming
and I do ALL THE WORK!**



Why not have groups?

- Needs cooperation
- Conflicting ideas
- Everything requires justification
- Free riders
- Personality clashes
- Slow you down

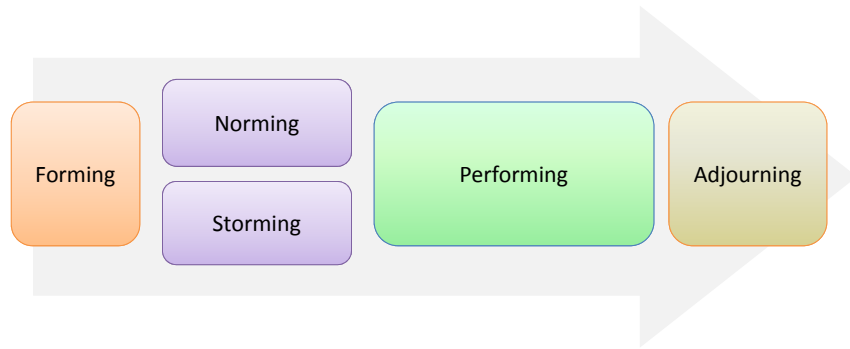
Exercise

Individually come up with one strategy for each of the following:

- a) Someone who is dominating discussions and taking up too much of the group's time
- b) A member of the group who never speaks
- c) A member of the group who is always putting down others

Then as a **group**, decide on the best one for each

Stages of Group Development



Stages of Group Development

1. Forming :

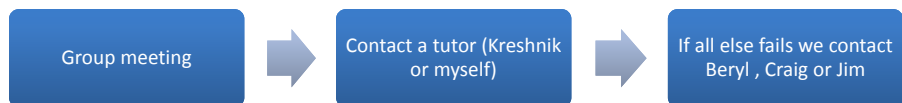
- Group members come together
- People are excited, anxious, uncertain and looking for support.

2. Storming :

- Critical phase as magnitude of work dawns upon group.
- Conflicts, struggle for control and panic are highlights of this phase.

The RCC rule

- **Respect** – the view of others.
- **Communicate**- keep communications open and transparent.
- **Compromise** – be prepared to compromise
- Don't hold back! If you feel someone isn't pulling their weight, say something so they can improve their contribution.



Stages of Group Development

3. **Norming** :
 - An equilibrium is reached.
 - Work distribution takes place.
 - Trust and confidence in the groups abilities.
 - Respect
2. **Performing** :
 - The task execution phase.
 - Project gains momentum.
3. **Adjourning**
 - End of project/task.
 - Team disbanded.

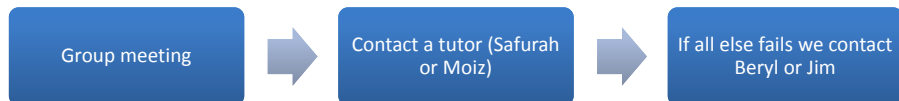
Conflicts

- Conflicts are a part and parcel of group work.
- Usually arise from individuals not following the RCC rule.

Ways of Dealing with Conflicts

- Give and be prepared to take constructive criticism.
- Thrash out issues in a team meeting.
- Be prepared to take on the role of a mediator.
- Do not be a silent spectator!

Conflict Resolution Process



Tips for Success

- Form ideas at home, and bring them to group
- Divide workload from the start
- Set agenda/goals from the start
- Enjoy!