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Partnership for Environment and Growth



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Basics of Group Dynamics

3-6 November 2015

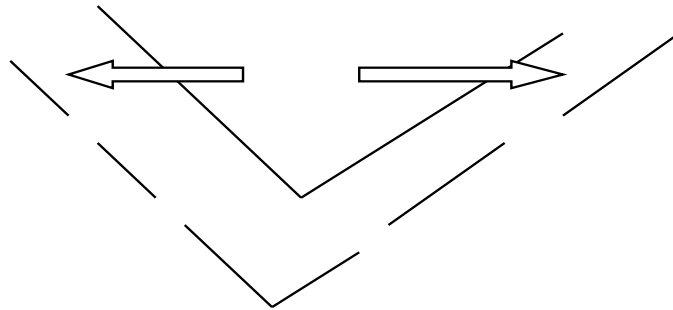
Georgia

Olena Pometun, D.Ed., Professor



Interactive learning as a stimulus for participants to go outside their comfort zone

Зона комфорта



I

We

It

Who am I? How do I feel? What worries me?

Who is allowed to speak? Who makes decisions in the group and who do they come from? Whose viewpoints count?

What do we do together? What do we need to discuss to achieve a result?

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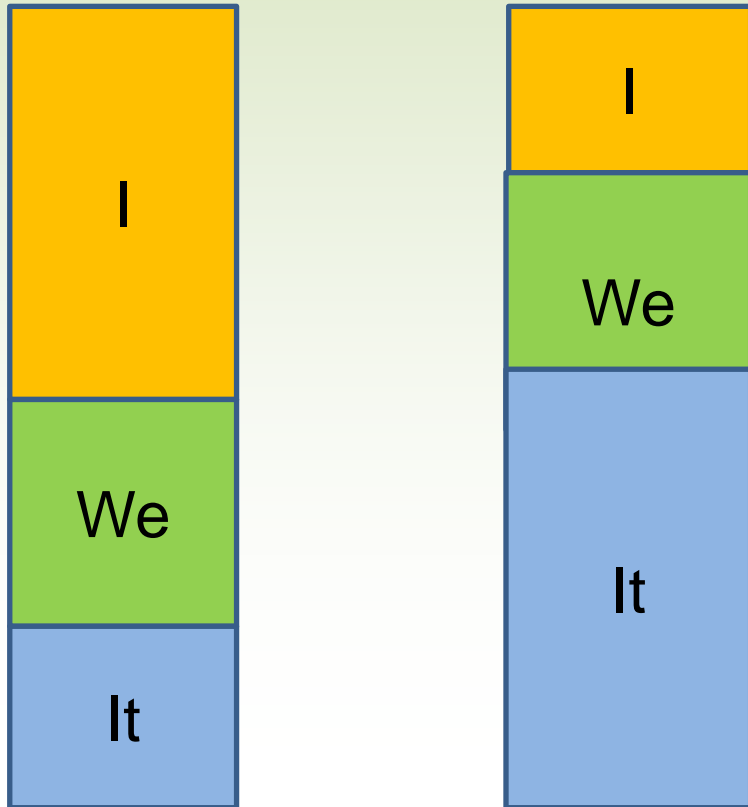


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Achieving positive balance requires special work by the trainer (1)



More time for the introductory part: special “ice-breaker” exercises for interacting in the group.

Achieving positive balance requires special work by the trainer (2)

- Explain the objectives
- Give clear instructions and explain the sequence of actions
- Openness: questions to participants and from them
- Comfortable space and work schedule
- A variety of methods (the levels of energy in the audience)
- Sufficient sources of information.
- On-going assessment of the emotional climate in the audience

Key group development stages (1)

Stage	Signs	Main tasks for the trainer
Forming	Low confidence; nobody wants to differentiate themselves from others.	Special exercises A calm and friendly communication style. Words of encouragements for participants.



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Key group development stages (2)

Stage	Signs	Main tasks for the trainer
Storming	<p>The leader(s) of the group emerges.</p> <p>Participants show their attitude to what is happening.</p> <p>Demonstrative behavior from individual participants.</p>	<p>Questions Explanations</p> <p>Letting out the emotions: “lifting the lid”.</p> <p>Going back to the objectives and expectations.</p>



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Key group development stages (3)

Stage	Signs	Main tasks for the trainer
Norming	Participants understand engage Express Collaboration support and acceptance	Developing the learning process Stage to another with reflection of each On-going feedback from participants



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Key group development stages (4)

Stage	Signs	Main tasks for the trainer
Performing	The group functions as one whole	Going from one stage to another Evaluating the work of the group and individual

Key group development stages (5)

Stage	Signs	Main tasks for the trainer
Adjourning	Conclusions Opportunities Contact details.	Match the outcomes to the training objectives. Encourage the development of individual plans. Thank you

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What thoughts, feelings does this
information engender in you?
Why did we include it into the
programme?
Was it helpful to you?

*THANK YOU
FOR YOUR ATTENTION*

