

Weathering the Storm: Leadership and Group Development

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Today's Agenda

- Introduction
- Stages of group development
- How this knowledge can help you be a better leader
- Reflection / Discussion

Introduction

- **Groups develop over time**
 - No group stays the same at all times
 - Groups go through stages or phases
 - Each stage or phase has its own challenges

Leadership

- Knowing what stage your RSO is in will help you be a more effective leader
- You can tailor your leadership style to fit the needs of the group during that particular stage

Tuckman's Group Development Theory

- A Beneficial Tool for Leaders of RSOs

Tuckman's Group Development Theory

- 1. Forming
- 2. Storming
- 3. Norming
- 4. Performing
- 5. Adjourning

Stage 1: Forming



- The “exploratory” or “ice-breaker” stage
 - Can be accompanied by fear or anxiety
- Members try to begin figuring out their roles in the group
- Form initial impressions of other members
- Want to be **accepted** and **liked**
- Avoid conflict and controversy

Little is actually achieved in
the Forming stage!

Groupthink is common in
Forming stage



Stage 2: Storming

- Initial “sunny” phase is over
- **Conflict** and **disagreements** start surfacing
- May be in regards to group goals, or confusion among roles and responsibilities of group members
- Raises important questions and considerations for the group and its future



Stage 3: Norming



- Made it through the storming stage
- **Cohesion** grows
- Members feel like “part of a group”
- Group’s goals and tasks become more **defined**
- May get stuck in a **routine** out of fear of returning to the Storming stage

Stage 4: Performing

- Group **loyalty, trust, and morale** are high
- Can **identify** potential problems, work together for **solutions**
- Effectively meets **goals**
- Lots of accomplishments



In the Performing Stage...

- The group works as a **TEAM!**

Not all groups make it to the
Performing stage!



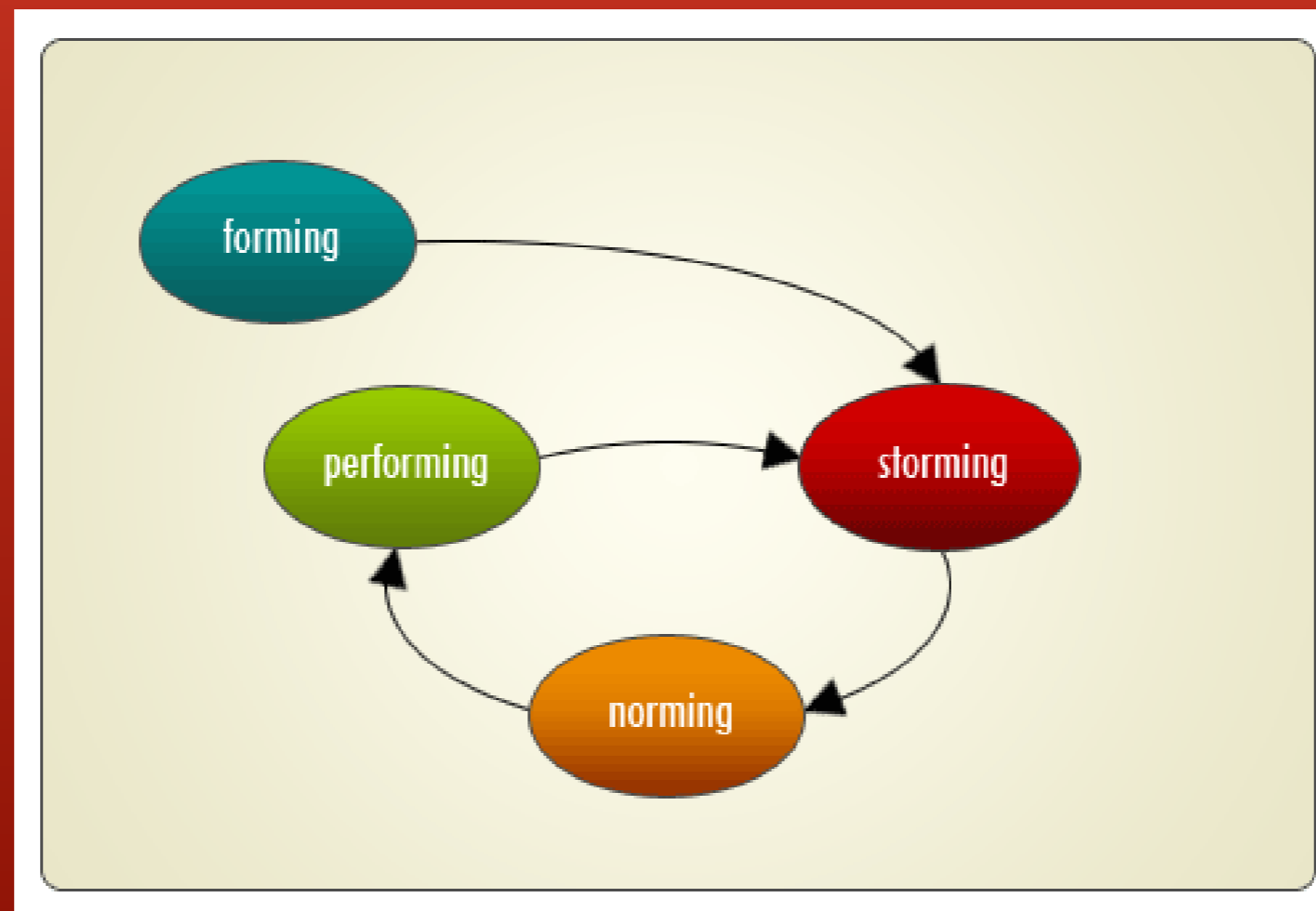
Stage 5: Adjourning

- This is the “wrap-up” stage
- Could be the end of a big event that your RSO has spent lots of time planning
- Could be saying “good-bye” to graduating seniors
- Provides reflection and closure

Use Your **Advisor** in the Adjourning Stage!

- Ask your advisor to de-brief with you after major events or during certain points in the year
- Can help you assess what you have done

Group Development



Reflection

- Thinking About Your RSO

Questions to Consider

- What stage do you believe your RSO is in currently? Why?

Questions to Consider

- How might the stages for a well-established RSO look different than a new one? What challenges are different?

Questions to Consider

- The Storming stage often involves conflict. Can conflict be a good thing? Why or why not?

Questions to Consider

- Has “groupthink” ever held your organization back? How do you overcome it and still be an effective leader?

Questions to Consider

- Do you think the addition of new members affects Group Development? How?

Questions to Consider

- If your RSO has been stuck in a routine of doing the same thing for many years, how do you introduce change? How do you manage conflict that may accompany this change?

Questions to Consider

- What can you do to lead your RSO to the Performing stage?

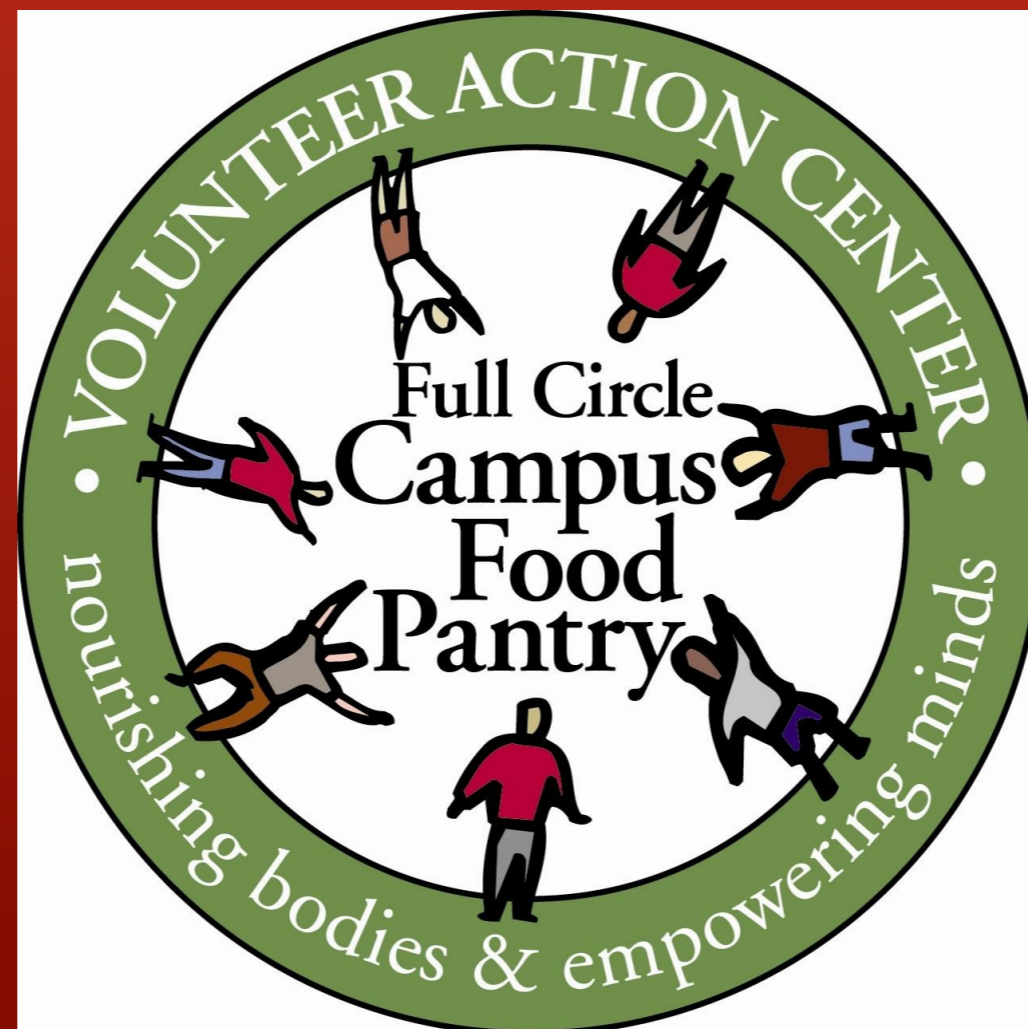
Have any questions?

Next Officer Development Series...

Event Planning

The next session will also be a food donation drive for **Full Circle Food Pantry**.

The RSO that can bring the most food will be given prizes! Start collecting from your RSO!



- Event Planning Workshop / Food Drive
Tuesday, October 4
4:00 pm
ARKU 509-510

Office of Student Activities

- Robyn Barthel, Assistant Director for RSOs
- Laura Keath, Graduate Assistant for RSOs
- osa.uark.edu
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