



Stages of Group Development

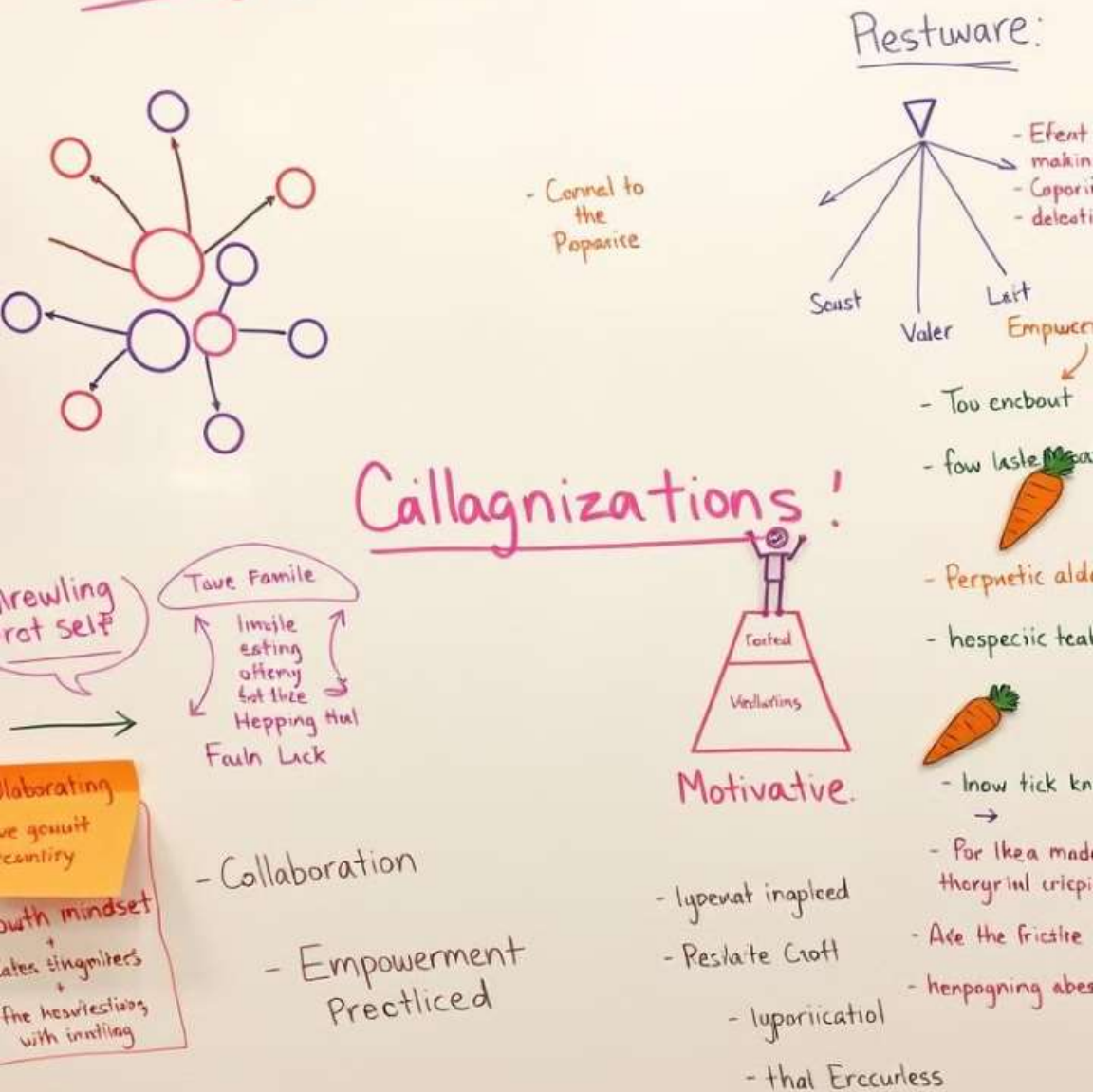
Welcome to Unit 4: Group Behavior. Today, we'll explore the dynamic journey of group formation, from initial uncertainty to cohesive teamwork. We'll analyze Tuckman's stages of group development, applying real-life examples and insightful analysis.

 **Dr. Maharajan K**





Organizational Behavior.



Recap: Previous Presentation on Organizational Behavior

1

Organizational Culture

We discussed the importance of organizational culture as a foundation for effective teamwork.

2

Communication Styles

We explored different communication styles and their impact on team dynamics.

3

Motivation Theories

We reviewed various motivation theories and their applications to the workplace.



Guess the Topic



Stage 1

The initial stage, marked by uncertainty and dependence.



Stage 2

A stage characterized by resistance and conflict, as individuals assert their roles.



Stage 3

A stage where the group establishes norms and develops cohesion.



Stage 4

The final stage where the group focuses on achieving its goals.



Stage 1: Forming – Orientation and Dependence

1

Uncertainty

Members are unsure of their roles and responsibilities.

2

Dependence

Members rely on the leader for guidance and direction.

3

Polite Interactions

Communication is formal and cautious, with a focus on getting acquainted.





Stage 2: Storming – Resistance and Conflict

Power Struggles

Individuals compete for influence and control.

Disagreements

Conflicts arise due to differing opinions and perspectives.

Challenges

The group faces obstacles to achieving its objectives.



Stage 3: Norming – Development of Group Cohesion

1

Conflict Resolution

Members find ways to resolve conflicts and establish a sense of unity.

2

Shared Goals

The group develops a common understanding of its purpose and objectives.

3

Group Cohesion

Members feel a sense of belonging and commitment to the group.





Stage 4: Performing – Focus on the Task

High Productivity

Members work together seamlessly to achieve common goals.

Effective Collaboration

Roles and responsibilities are clearly defined and understood.

Strong Communication

Open and honest communication fosters trust and mutual respect.





Real Life Case Study: Forming a New Sales Team



Initial Meeting

Team members meet for the first time, sharing introductions and expectations.



Sales Targets

Disagreements arise over sales targets and performance metrics.



Shared Strategies

The team develops collaborative strategies to achieve common goals.



Sales Success

The team achieves its sales targets and celebrates its collective achievements.





Quiz: Test Your Knowledge of Group Development Stages

Question 1

What is the primary characteristic of the forming stage?

Question 2

What is the key challenge in the storming stage?

Question 3

How is group cohesion established in the norming stage?

Question 4

What is the primary focus of the performing stage?



Summary and References

1 Key Takeaways

Group development is a dynamic process that involves stages of forming, storming, norming, and performing.

2 Practical Applications

Understanding these stages helps leaders guide teams toward success and address potential challenges.

3 Further Reading

Tuckman's Stages of Group Development, Organizational Behavior by Stephen P. Robbins, Management: Principles and Practices by Peter Drucker.

