

2.10 group processes reflective journal

6/7/2013

Early Days

Some of the processes and practices that I have observed in my group are group practices, for example we had to work co-operatively communication, feedback, leadership and more to sort out what we had to do for example equipment, food, and clothes for our tramp. This enabled the group to organise a lot better so everyone carried equal amount for the three days we were away for. I expected our group was going to be hard work because we all had different attitudes and behaviours. We were all quiet and not talking to each other as we were just getting to know each other first (polite stage of COGS ladder) when people are checking each other out. Our communication was limited to polite conversation about friends that we had in common and how you were. We needed for the tramp many things so it was important to organise before we go. And this way we would not forget anything important. We used effective communication for this process. This way everyone worked co-operatively to solve the problems. Eg when we had to get our bags packed into the vans for the tramp we all talked about leaving our food out to stop it getting squashed. We made these decisions by talking to other people in the group and discussing as a group what would be the best way to pack the gear into the vans, this is probably because everyone cares what happens to their gear when getting packed and that nobody likes having squashed food. This being positive because this was the first thing we had worked on as a group. We tried hard to all work as a group and I know this is getting better because we are all getting on well and starting to talk more as a group. I think the stage of the COGS ladder we are on is constructive. Eg everyone gets a say in what the group is doing so that makes the group democratic because everyone get to say on their opinion and puts in a say which makes everyone feel included. Everyone has an agreeable manner this helps with making our decision. Sometimes this doesn't work because I think everyone just says yes because we have sum autocratic leader who tells us what to do. I think the others are too scared to say what is on their minds so everyone says yes. Other processes that helped us were goal setting for example we all set a goal to work in our groups at cooking. This worked because we had direction and made everyone work harder. Also to work to get things handed in on time and take on feedback to help our group get further up the COGS ladder.

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After a few sessions together

I have noticed that our group is now making good decisions most of the time everyone has their own say on each decision as well listen and decide on the best option (constructive and democratic leadership). The reason that our group is making good decisions is because we have a leader for different tasks. The dynamics of the group has changed because we all have jobs and we all have times to lead them. SO what our group needs to work on is to make more effort to listen to the leader and give support and care. For example when I told everyone that we should take up one

bag on the 2nd day and take just food and water so we can share the bag around. Two people in the group said it was a dumb idea. Lucky they came around and we worked it out by setting reasons for and not for. This was also good problem solving. Also to get further up COGS ladder we need to use more group processes like positive feedback and set and review more goals to make sure we have a target to get. To make sure that we stay on the right track we need to give feedback from member in our group that could have better ideas for the task. We need to keep on working constructively to accomplish tasks to help us bond better as a group and move up to the constructive stage on the COGS ladder to esprit or flow. We will know when we are there when the dynamics of the group begin to change for the better. Eg leadership roles will be passed around to other members in the group and relationships better in the group. Overall our group worked well on all tramping and a few things need to change to make sure we bond for our next trip.

Later on

In our new groups that have been selected it seems that Mr....put us in group of same likes and dislikes. This group seems to work a lot better cause I think it is made up of the same people.from my last group has continued to be the leader and taken on the role of responsibility as she is outgoing and talkative and has some knowledge about the outdoors which means people listen to her. The rest of the group hasn't had any problems about this though because she has good communication skills and is not real bossy plus she likes talking. She also gets things going because it takes a while for the group to get organised. Having the same leader it seems it hadn't changed much. She is leading how she was in the last trip, however because she knows more about being a leader now she is very constructive and organised which makes things flow in the group when we do activities. She spoke clearly so our group remained calm, and collective throughout the activity. Coming straight into this new group I would say that we are at the constructive stage on COGS ladder, this is because we have all been in groups before and understand the dynamics of being in a group. Plus we had a good nominated leader. For the first actively our team spirit had continued to group and we use our resources well. Eg used someone else's snow cave whenbroke the ones her was digging. Decisions in our group are usually done democratically, when all come up with ideas then agree on the best one. Then because ofgreat leader skills she controls the group thought plan we made. Because we have a defined leader to control us the group can focus on doing the job they have been given, so that activities are accomplished more efficiently. A group process that were using now is Active Feedback, this helpsmake decisions and keeps the group happier because they all get a say. egwill ask if we know a better or easier way if she gets stuck. We need to keep on working as a group to accomplish tasks. We need to give other people leadership roles so that they can understand what it is like to be a leader, this will help them learn what dynamic role they take in the group, because of this we can function better and move up to the top stage 'Esprit' on the COGS ladder. To do this we will nominate a member that has experience in an activity that we are doing.