

Cath Caldwell

**Introduction to
research
on teams and
groups.**

**BA Graphic
Communication
Design**



**Instruction
paradigm vs
Learning
paradigm
(Barr & Tagg,
1995)**



“The significant problems we face cannot be solved at the same level of thinking we were at when we created them.” *Albert Einstein*

Delivered



Self-directed



Why make us work in peer groups?

- **Encourages high quality work**

A group can take on a bigger task, process more information, achieve more professional results.

- **Encourages autonomy**

The work is less likely to be teacher led. The product will belong to the students.

- **Encourages increased commitment**

A group that is working effectively will encourage its members not to let the others down.

- **Encourages efficient use of time and resources**

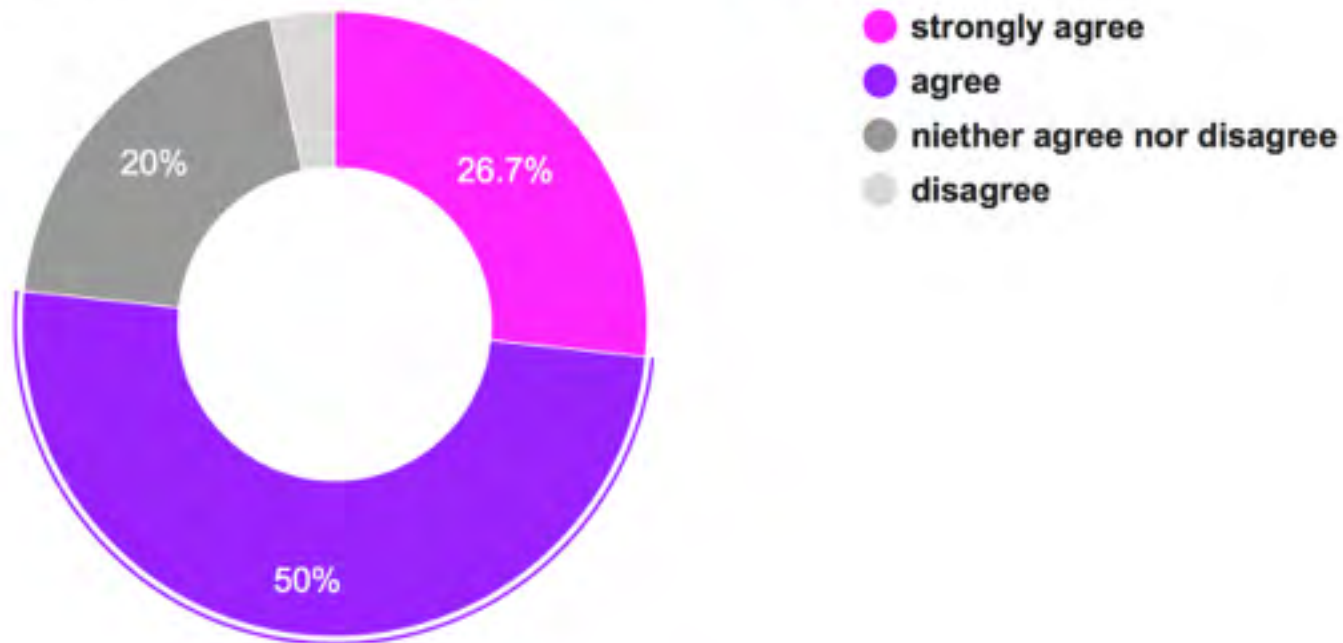
Groups working effectively learnt how to delegate and respect delegation.



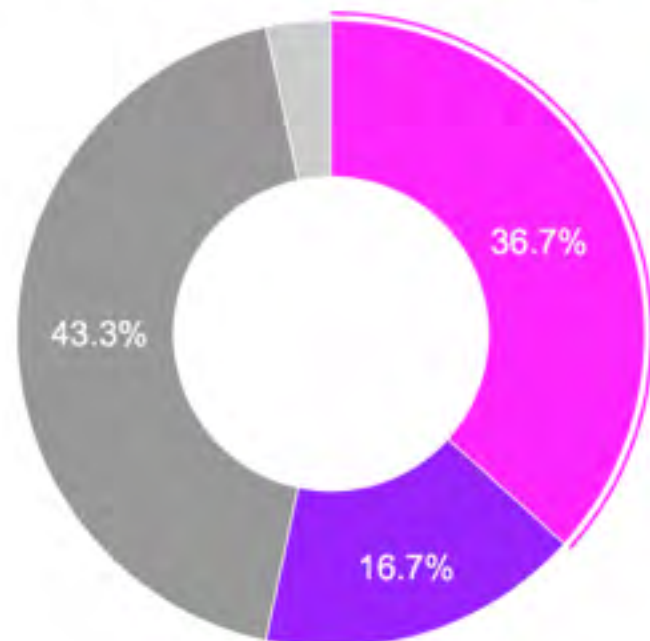




As a result of my involvement in this group I think more about life after graduation.



I benefitted from being involved in the planning and organising of events/talks/portfolio reviews



strongly agree

agree

neither agree nor disagree

disagree



+ve and fun!

Can things go wrong?



- **Assessment**

Individual students felt that they had done the most and so deserved a higher mark, or that other students were gaining marks from their work

- **'Passengers'**

Students were concerned that they had members of their group who were not making as much or any contribution to the group.

- **Parity of opportunity**

Inevitably if work is delegated, not all students will get a chance to do all tasks.

- **Lack of shared expectations**

Some may wish to aim for a high standard of work, others may feel, that they simply need to complete the task (GWAMP, 2003).

Source Jane Gordon https://www.heacademy.ac.uk/system/files/feature_janey_gordon.pdf

“I can’t deal with it”

“not for me”

**“too busy to meet
up at college”**

“just Facebook me”



Tuckman's group stages



Theory of group development



Forming	The team act as individuals and there is a lack of clarity about the team's purpose and individual roles.
Storming	Conflict arises as people begin to establish their place in the team.
Norming	There is a level of consensus and agreement within the team. There is clarity about individual roles. The role of the leader is important in managing this.
Performing	The group has a clear strategy and shared vision. It can operate autonomously and resolve issues positively.

Adapted from Tuckman 1965

more tips...

Belbin's Team Roles Tables

	Shaper	Challenges the team to improve.
Action Oriented Roles	Implementer	Puts ideas into action.
	Completer Finisher	Ensures thorough, timely completion.
People Oriented Roles	Coordinator	Acts as a chairperson.
	Team Worker	Encourages cooperation.
	Resource Investigator	Explores outside opportunities.
Thought Oriented Roles	Plant	Presents new ideas and approaches.
	Monitor-Evaluator	Analyzes the options.
	Specialist	Provides specialized skills.

Six Thinking Hats® Quick Summary

PROCESS		Blue Hat - Process Thinking about thinking What thinking is needed? Organizing the thinking Thinking for action
FACTS		White Hat - Facts Information and data What are the numbers? What do I know? What do I need to find out? How will I get the information I need?
FEELINGS		Red Hat - Feelings Emotions, hunches, gut instinct My feelings might be... Feeling the change No reasons are given
CREATIVITY		Green Hat - Creativity Ideas, alternatives, possibilities What are the "What-ifs"?? Solutions to look for problems
BENEFITS		Yellow Hat - Benefits Positives, plus points Logical reasons are given Why an idea is useful
CAUTIONS		Black Hat - Cautions Objections, weaknesses, dangers Logical reasons are given Spotting the risks

Source <http://www.belbin.com/belbin-in-education/>
and Edward de Bono http://www.debonogroup.com/six_thinking_hats.php/

blah
blah
blah

back in
Unit 1




Q. What is the end-goal?

Q. What is the end-goal?

A. You and your creative practice

NSS Shift report UAL students feedback from 2016





www

HUMAN EXPERIENCE

<https://youtu.be/kM3Tn5df1ks/>

A. Your future activities in GCD







Group work can work for you

Practice intellectual humility

You still have your creative voice

Overcome setbacks

Let go of preconceptions

Be empathetic

“Intellectual humility. Without humility, you are unable to learn.”

Laslo Bokk from the Harvard Business School



thanks

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