



# MANAGING GROUP DYNAMICS

*Ombretta Pediconi*  
*Chiara Albanello*

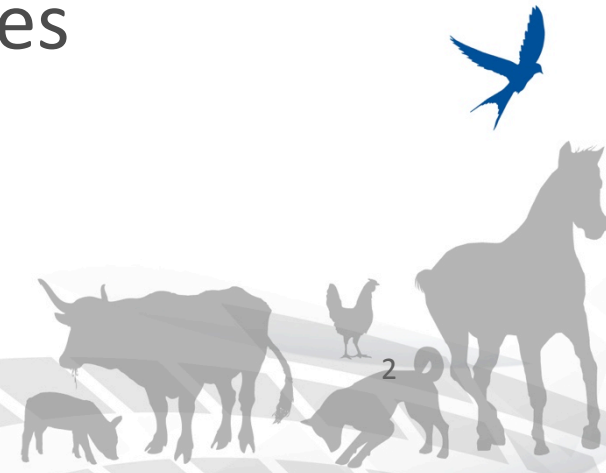
**Teramo, 29 June 2017**



# Group dynamics.....

In the field of adult education  
influencing factors are:

- ✓ educational context/place
  - ✓ aims and results
  - ✓ duration
- ✓ trainer and trainees



# Group dynamics...evolving stages



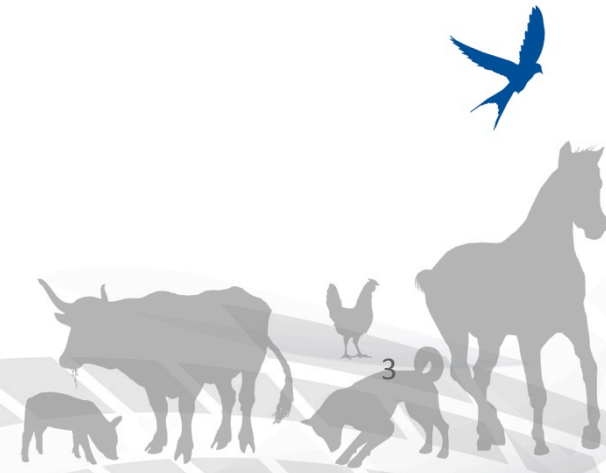
Forming


The diagram illustrates the four stages of group dynamics: Forming, Storming, Norming, and Performing. These stages are arranged in a descending staircase pattern from top to bottom. Each stage is contained within a grey oval. The background features a stylized grid pattern and various animal silhouettes at the bottom right.

Storming

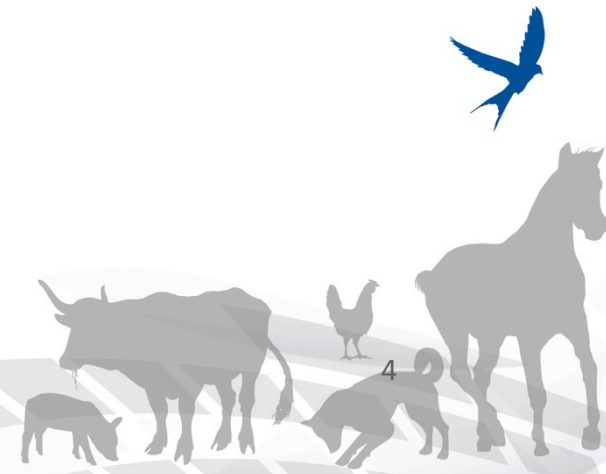
Performing


Norming





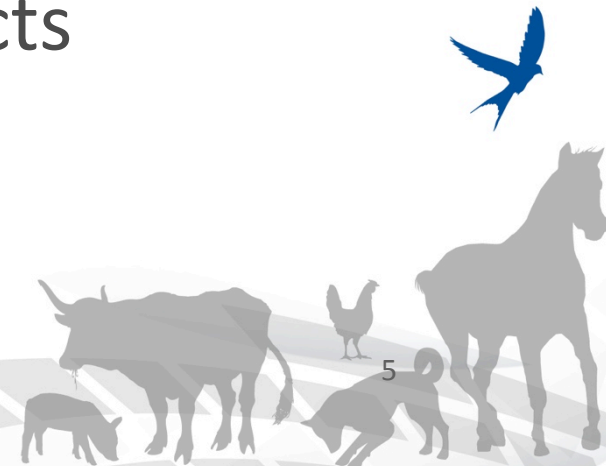
This is when a group comes together for the first time. The tutor can help the group facilitating interactions through introductions, ice-breaking activities and explaining the tasks and purpose of the group






This stage is when the group is actively trying to carry out a task and there may be conflicts between one or more group members.

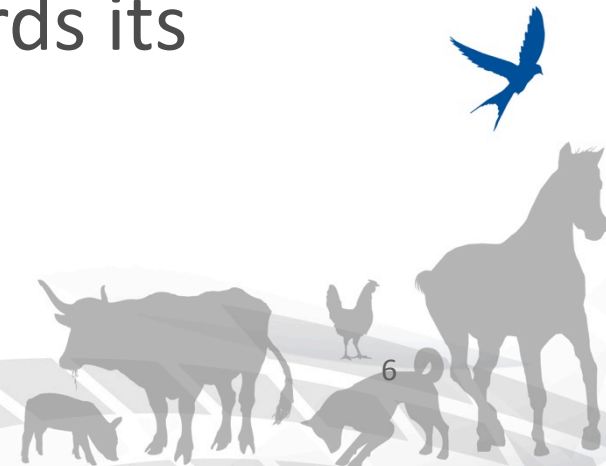
The tutor can help by clarifying and reflecting ideas, smoothing over and moderating conflicts






The group begins to share ideas, thoughts and beliefs, and to develop shared norms.

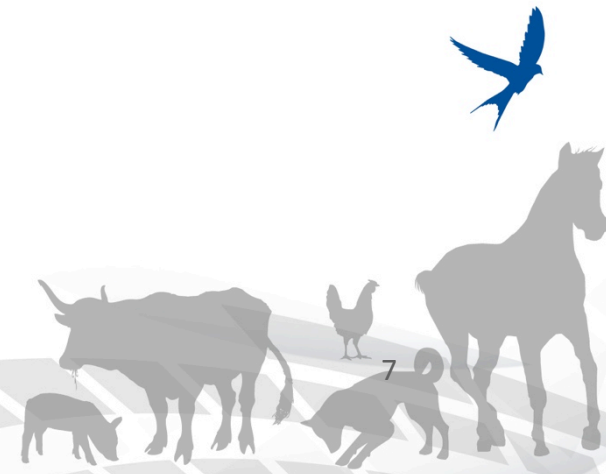
Trainers can support the group by clarifying ideas, encouraging more reticent people to participate in and moving the group towards its purpose





This is when the group focuses on the activity and starts to work together as a team to perform the set tasks.

Trainers can help keeping the group focused, encouraging and facilitating if necessary.



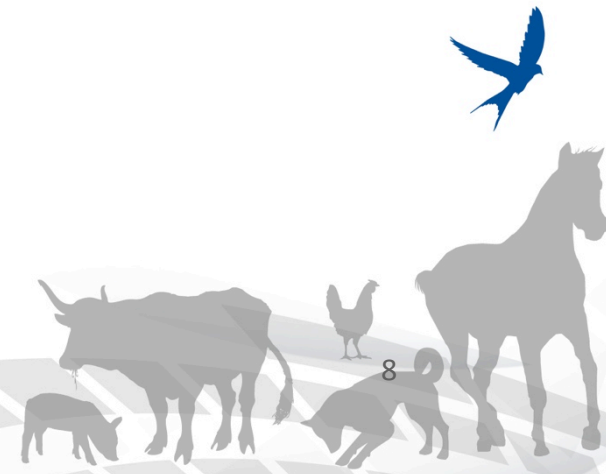


Contributor

Information Seeker or Giver

Opinion Seeker or Giver

Orienter/Summarizer





# Social/Maintenance Roles

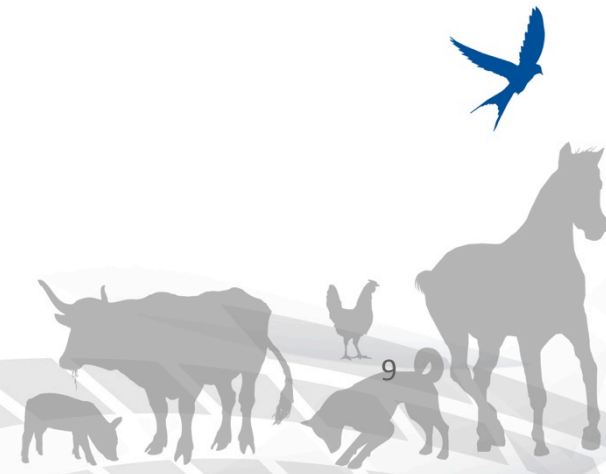


Supporter/Encourager

Harmonizer

Conciliator

Follower



# Dysfunctional Roles



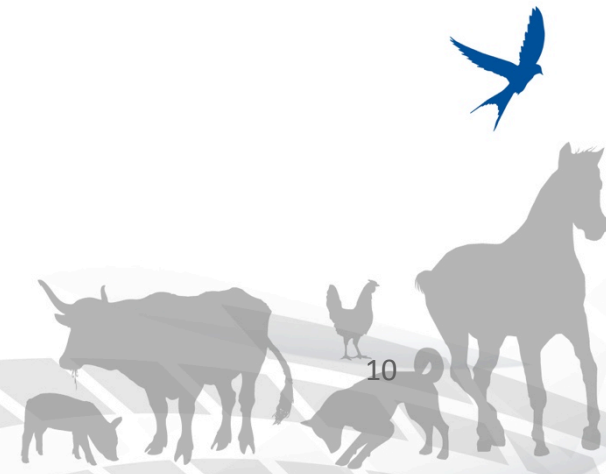
Blocker

Aggressor

Deserter

Dominator

Playboy



The background of the slide is white with large, light-grey, semi-transparent geometric patterns. These patterns consist of overlapping, curved lines that create a sense of depth and movement, resembling architectural or landscape elements. In the bottom right corner, there are several dark grey silhouettes of farm animals: a cow, a pig, a chicken, and a horse. A single blue bird is shown in flight above the horse silhouette.

# Thank you!