Week 11 Five Stage Group Development

Group Development Framework of the Semester Joint Research Project

Name: Lawrence Wong

Student ID: 50394059

Group Number: 5

Name of other group members: Flora Chan, Terry Tong, Jennifer Lau, Jamie Liu, Amanda Chan, Clover Mok, Queenie Tsang, Yvonne Wong and Lawrence Wong

The initial stage of group development is called the forming stage. It is the stage in which a group is developed and members getting acquainted, while uncertainty and confusion are common. The aims and goals of a task are also defined during this initial forming stage. Our group was not effective in the forming stage because we hesitate too much on 'who should be the team leaders' and all members show reluctance on becoming the leader. Also, confusion and uncertainty arisen when some members of the group are new-comers and do not know about the norms and culture of the students from the AAEPC programme. However, to tackle with this problem, we have decided to hold a special meeting so that we can decide a leader immediately and got onto the next step: Choosing which Hong Kong KFC restaurants to be our target restaurants. Also, the team leader selected was kind enough to give her her mobile number and members are encouraged to give her feedback by calling her or emailing her. Sometimes, we sat together in the tutorial so that we could work out the tasks within our groups during the lessons so that group cohesion could be enhanced.

The next stage of group development is the storming stage. The stage is characterized by having intra-group conflicts and disagreements occurred. Group goals, purposes and leadership are debated and tested in the process. Such things did occur in our group, yet our group is effective on handling the disagreements by developing an understanding among our members, for instance asking the member why he/she thinks in this way. Consequently, a compromise has been reached, and the team could co-operate again when consensus have been reached after negotiation.

The next stage of group development is the norming stage. The stage is characterized by having group norms developed and therefore sharing, co-operation and consensus are reached. Tasks can proceed. Our group is effective in this stage of development when we specialize in our work and members trust each other even with specialization. It is because an outline of what to do has been discussed and we have accepted the role of the team leader.

The group stage after the norming stage is the performing stage. It is the stage in which group becomes organized by defining purpose and establishing its activities and priorities. It is the stage when group is fully functional and group development is obvious. Our group is effective in handling this and there is no conflict occurred during the performing process. This is because an intimacy has been reached after working for 7 weeks or so among our team and we all know the strength and weakness of every member. Therefore, we have developed a common expectation in performing a task or achieving a goal.

The final stage is the adjourning stage, which is characterized with wrapping up activities and self-evaluation. Our team is effective in performing this stage when things have already been done

smoothly before, there is no need to spend too much time on wrapping up and 'picking' on the tiny bits.