STAGES OF GROUP DEVELOPMENT

TUCKMAN & JENSEN MODEL

KEY POINTS

• A natural process
• Used when group is involved with decision making
• Important when leader wants support
• Leader must assist group thru stages

STAGE 1: FORMING

• Get to know each other
• Establish turf
• Orient to goals and procedures
STAGE 2: STORMING
- Question ideas of other members
- Challenge established procedures

STAGE 3: NORMING
- Cooperate
- Share information
- Express opinions
- Develop 1 plan/procedure

STAGE 4: PERFORMING
- Engage in problem-solving
- Adjust plan
- Complete the task
STAGE 5: ADJOURNING

- Evaluate the task/product
- Analyze the process

LEADER FUNCTIONS: FORMING

- Give instructions concerning task
- Lead group thru stages
- Closely supervise the process
- Change leadership styles when necessary

LEADER FUNCTIONS: STORMING

- Manage conflict
- Prevent group from becoming too chaotic
- Provide task instructions
- Allow group input and questions
LEADER FUNCTIONS: NORMING
- Reduce task instruction
- Support group’s activities
- Encourage group progress

LEADER FUNCTIONS: PERFORMING
- Little involvement with group
- Share project-relevant information
- Provide recognition for achievement

LEADER FUNCTIONS: ADJOURNING
- Provide recognition
  - Participation
  - Achievement
- Facilitate evaluation process
Group Development Case

- You have just been appointed to lead a planning team at the Texas Leadership College. The team's task is to develop a plan to organize the curriculum so students can receive a bachelor's degree in 3 years. Your team contains 10 experts who do not know each other.
- WHAT HAPPENS NOW???

Identify the aspects of the Tuckman and Jensen Model that can help the group accomplish the task

When you can identify these aspects, you know the model!