

Group Work

in Organizational and Community Settings

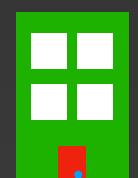
Jacob Campbell, LICSW at Heritage University
Spring 2022 SOWK 487

Week's Readings

Week 15

Chapters 24, 27, and 28 in Garvin et al. (2017) Handbook of Social Work with Groups

- * Assessing and Strengthening Characteristics of Effective Groups in Community-Based Participatory Research Partnerships (Schulz et al., 2017).
- * Group Process Dynamics and Skills in Interdisciplinary Teamwork (Bronstein & Abramson, 2017).
- * Group Work with Working Groups (Ephross et al. , 2017).

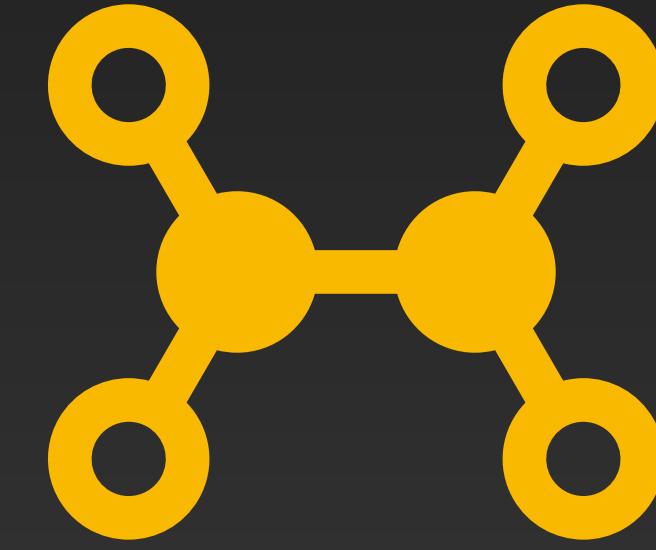


Prioritize Your Values

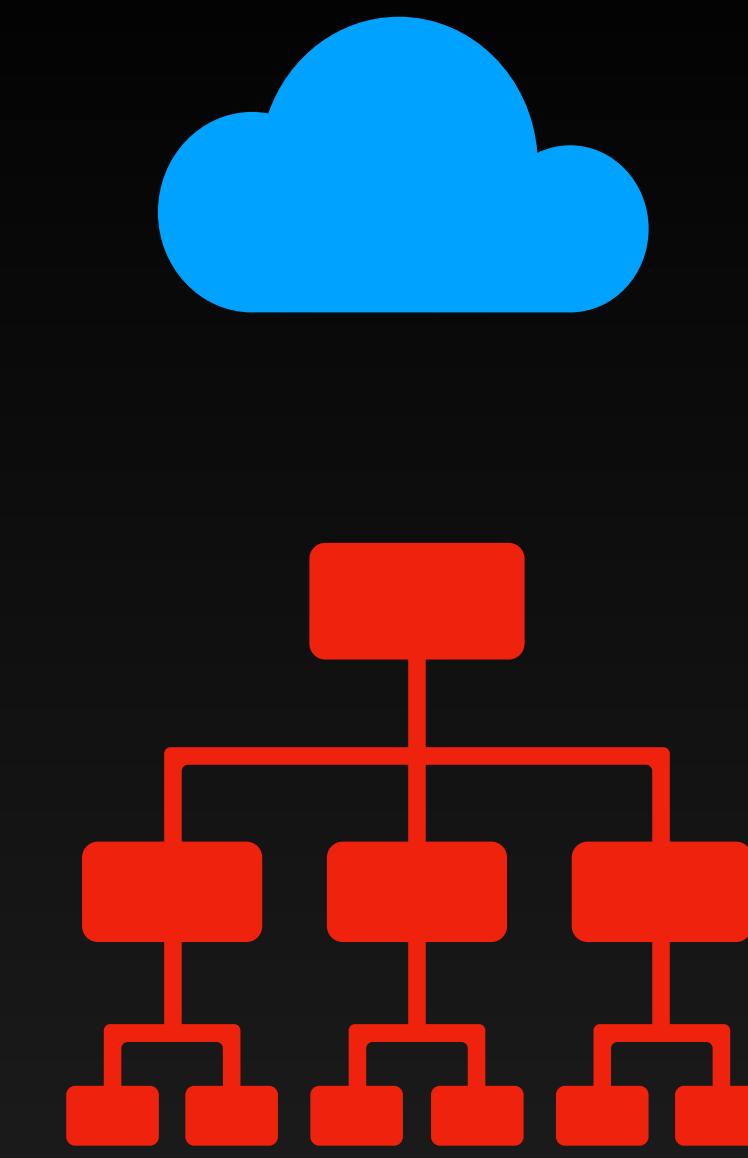
Put First Things First

- Acceptance
- Family
- Friends
- Health
- Honesty
- Love
- Money
- Respect
- Spirituality
- What you want

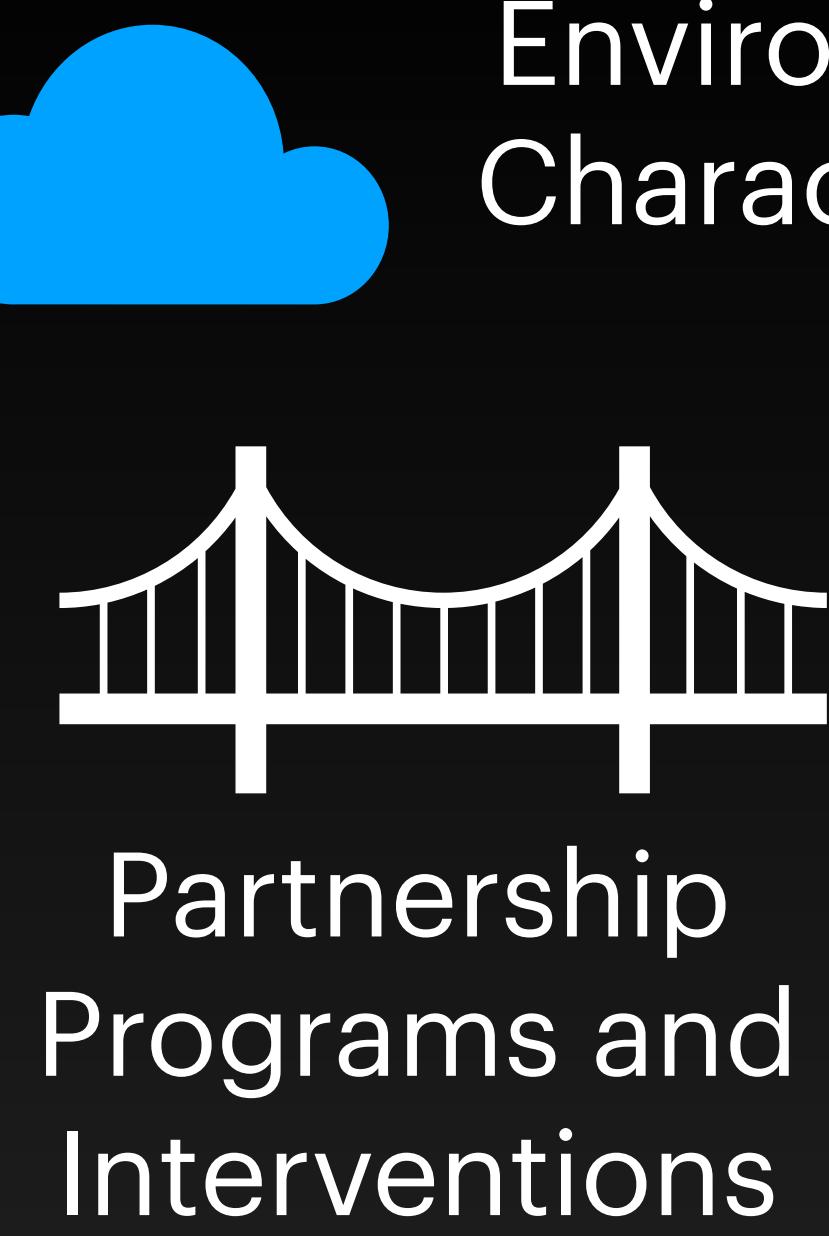




Structural
Characteristics



Group
Dynamics
Characteristics
of Effective
Partnerships



Partnership
Programs and
Interventions

**Conceptual Framework for Assessing
Group Dynamics as an Aspect of the
Effectiveness of the CBPR Partnership
Process**

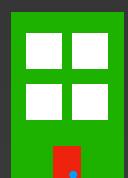


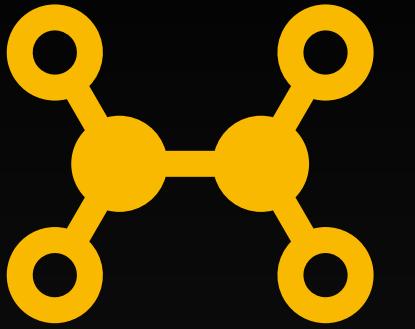
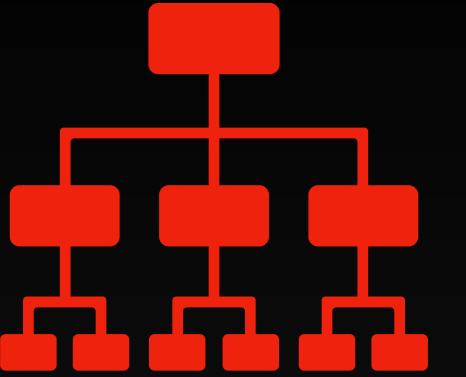
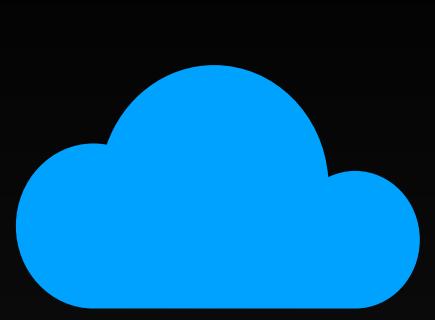
Intermediate
Measure of
Partnership
Effectiveness



Output Measures
of Partnership
Effectiveness

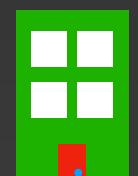
Environmental
Characteristics

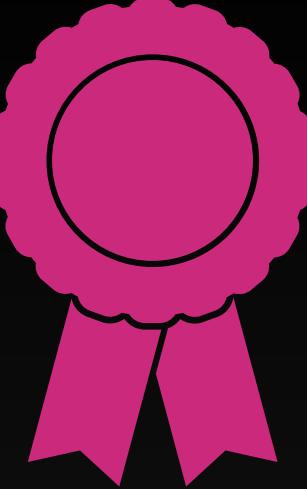
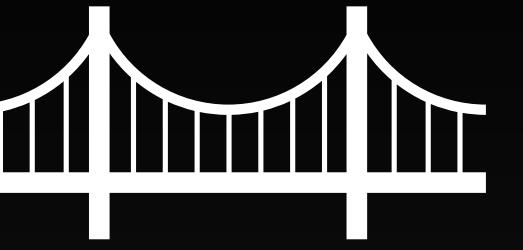
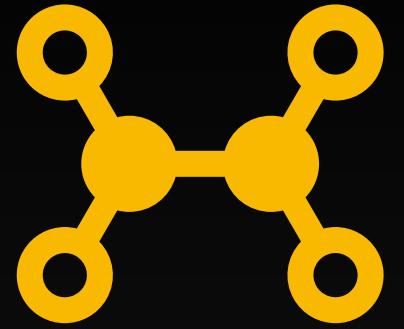
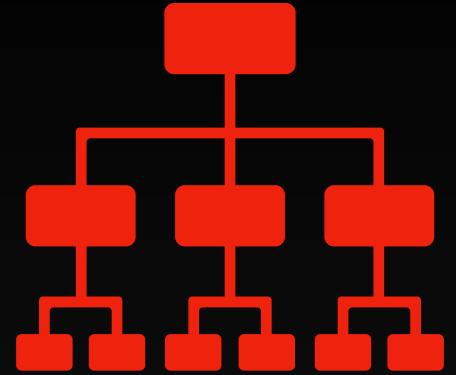




Environmental Characteristics

- Previous collaboration
- Community response to issue
- Geographic/cultural diversity
- Social and economic determinants of health
- Challenges/barriers (e.g. institutional policies, time constraints)



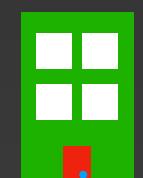


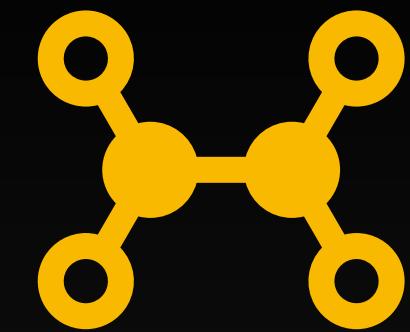
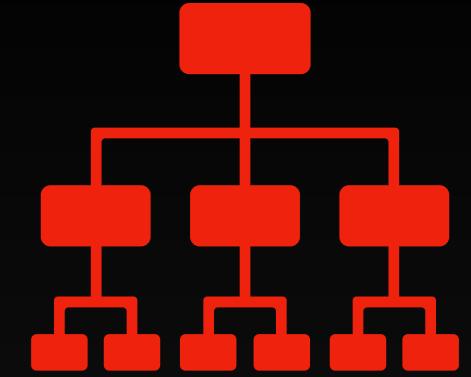
Structural Characteristics

Membership

Complexity

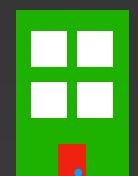
Formalization

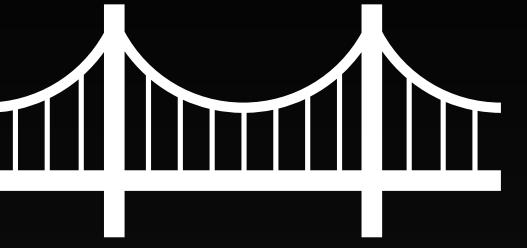
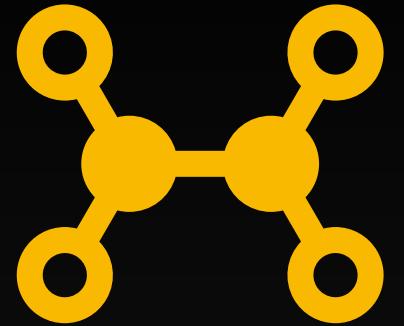
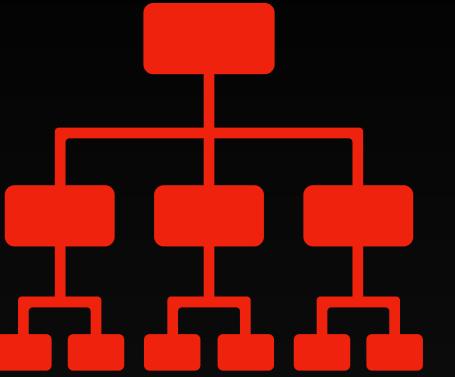
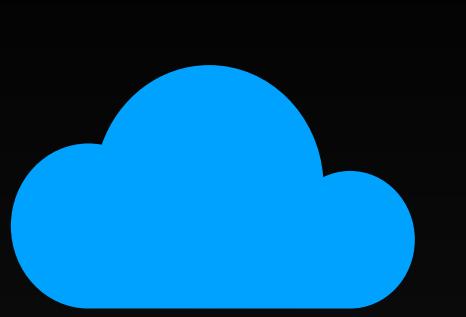




Group Dynamics Characteristics of Effective Partnerships

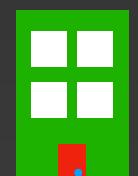
- **Shared leadership**, including task and maintenance leadership behaviors
- Two-way **open communication**
- Recognition of conflicts and **constructive conflict resolution**
- Cooperative development of goals and shared vision
- Participatory **decision making process** that are flexible and use consensus for important decisions
- Agreed-upon **problem-solving processes**
- **Shared power**, influence and resources
- Development of **mutual trust**
- Collaborative evaluation of both **task/goal** and **process objectives**
- Well-organized meetings with collaboratively developed agendas and facilitation consistent with these characteristics (**management**)

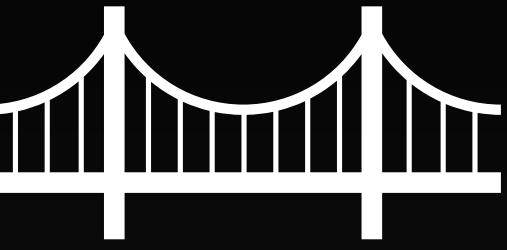
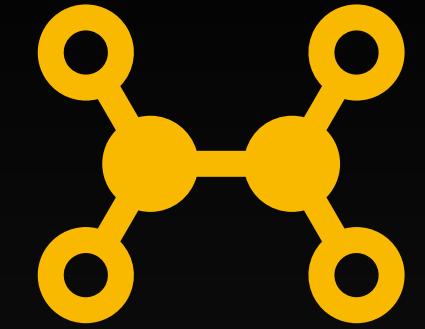
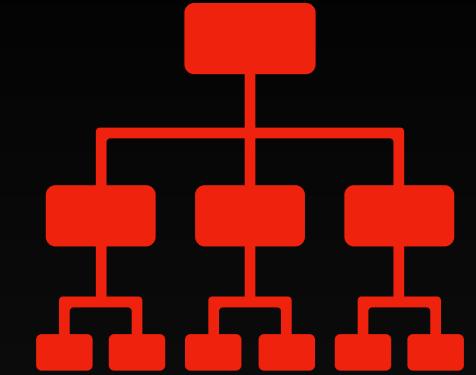
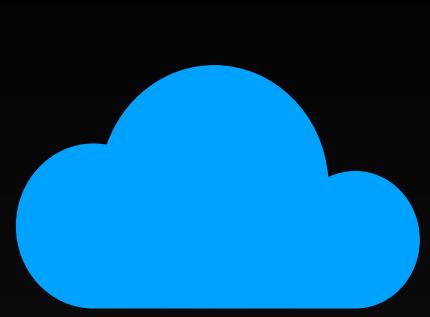




Group Dynamics Characteristics of Effective Partnerships

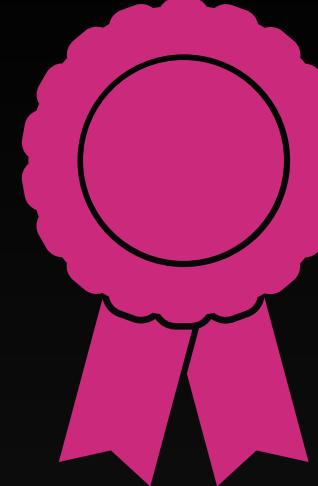
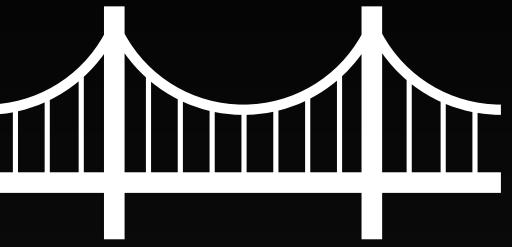
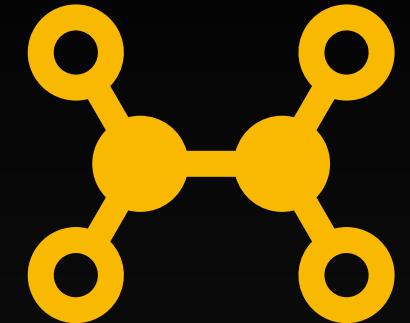
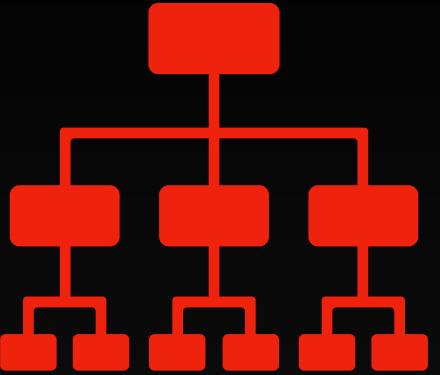
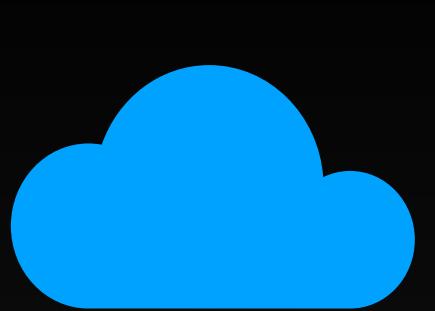
Partnership
Programs and
Interventions





Intermediate Measure of Partnership Effectiveness

- **Perceived effectiveness** of the group in achieving its goals
- **Perceived** personal, organizational, and community **benefits** and **costs of participation**
- **Extent of membership involvement**
- **Shared ownership and cohesiveness/commitment to collaborative efforts**
- Individual, group and community empowerment: **Future expectations of effectiveness**
- Bridging social ties
- Synergy



Output Measures of Partnership Effectiveness

- Achievement of program and policy objectives (e.g., collaborative problem solving, quality of life, health)
- Institutionalization of programs and/or partnerships



Ethical Dilemmas

in Macro Social Work Practice

Disciplinary Perspectives

A Type of Progression

multidisciplinary



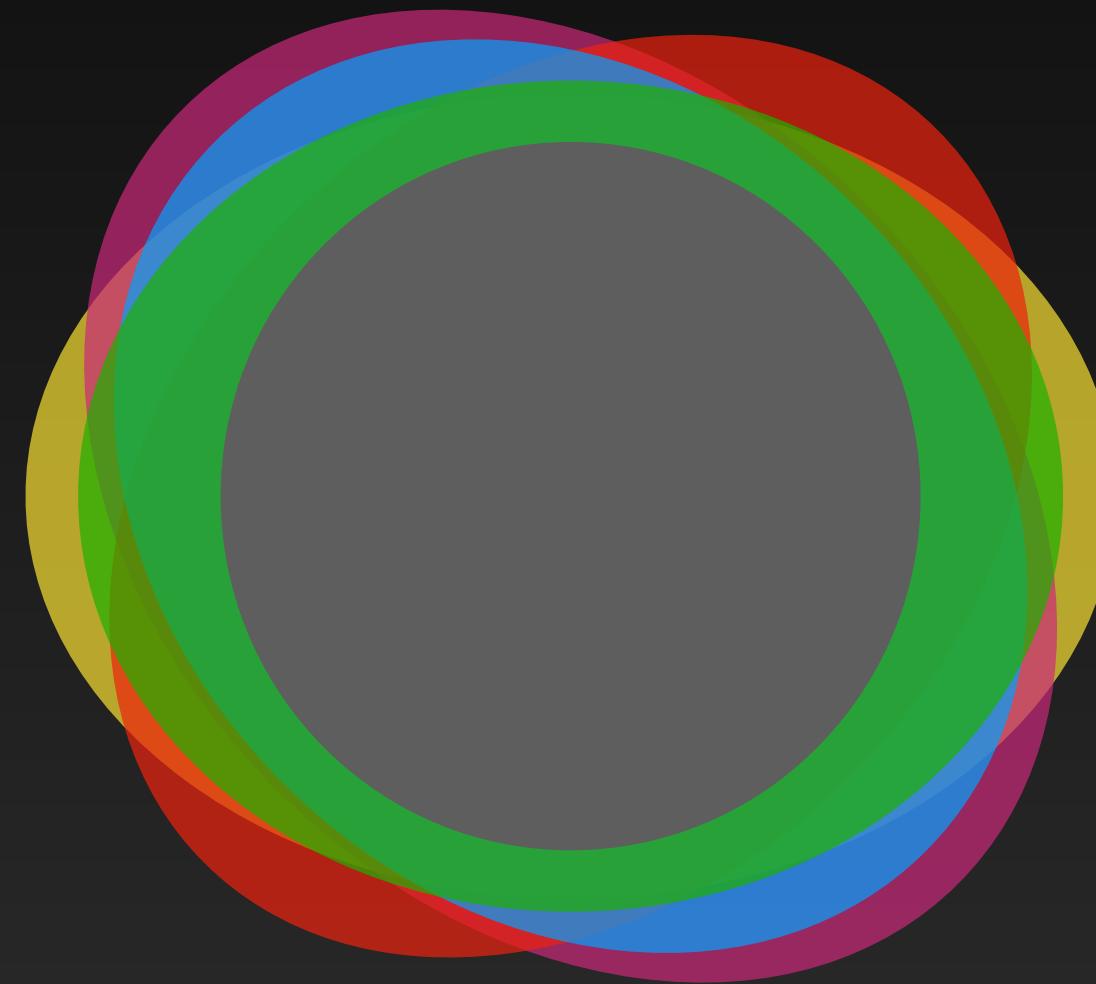
Multidisciplinarity draws on knowledge from different disciplines but stays within their boundaries

interdisciplinary

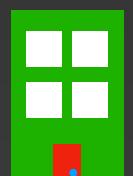


Interdisciplinarity analyzes, synthesizes and harmonizes links between disciplines into a coordinated and coherent whole

transdisciplinary



Transdisciplinarity integrates the natural, social and health sciences in a humanities context, and transcends their traditional boundaries



Local Examples

of multidisciplinary or interdisciplinary groups



Photo by Antenna on [Unsplash](#)

Definition of a Team

What is included in a team

Different Disciplines

Common Purpose

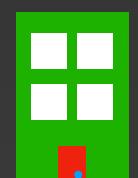
Professional Perspectives

Client and Family Integration

Active Communication

Expertise-Based Roles

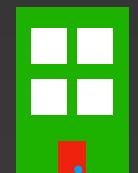
Collaboration



Characteristics of a "good team"

as identified by team members

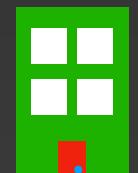
- Good communication
- Respecting/understanding roles
- Appropriate skill mix
- Quality and outcomes of care
- Appropriate team processes and resources



Characteristics of a "good team"

as identified by team members

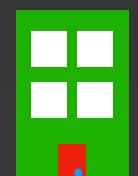
- Clear vision
- Flexibility
- Leadership and management
- Team culture
- Training and development opportunities



Characteristics of a "good team"

as identified by team members

- External image of the service
- Personal attributes
- Individual rewards and opportunity



Ninja

