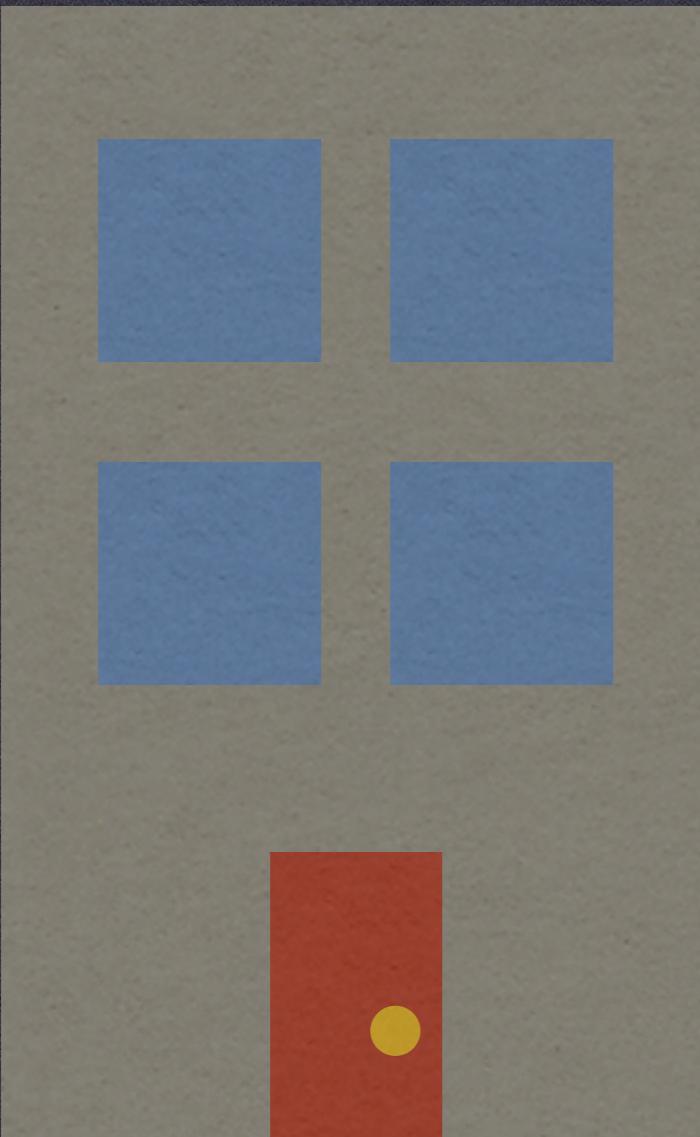


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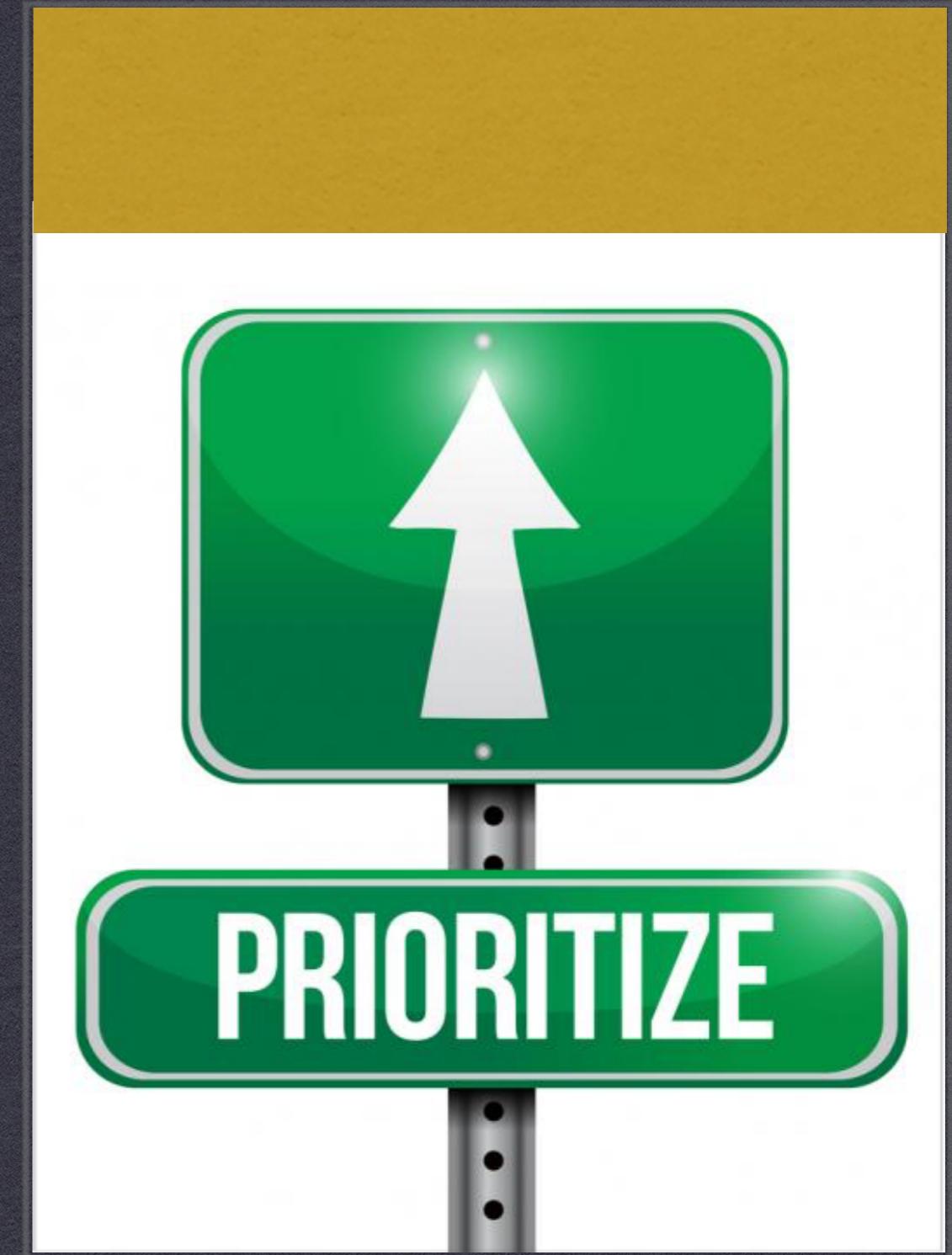
GROUP WORK IN ORGANIZATIONAL AND COMMUNITY SETTINGS

PART I

PRIORITIZE YOUR VALUES VALUES

PUT FIRST THINGS FIRST

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



Agenda

- * Community-Based Participatory Research Partnerships
- * Ethics in community practice
- * Leadership



Characteristics of Effective Groups

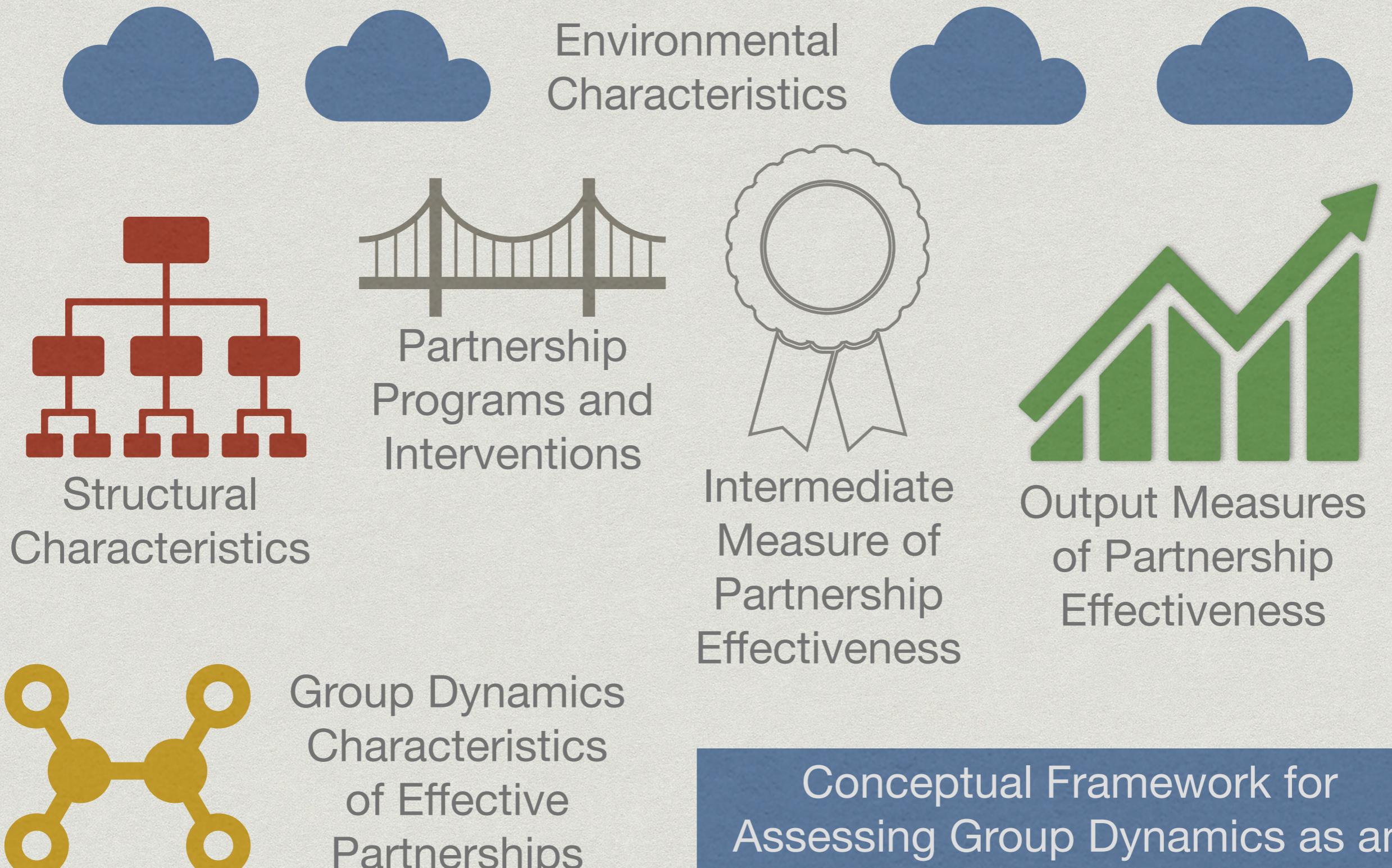
- * Mutual commitment of members to clearly defined operational goals
- * Two-way communication
- * Mutual leadership & shared power
- * Appropriate decision-making procedures

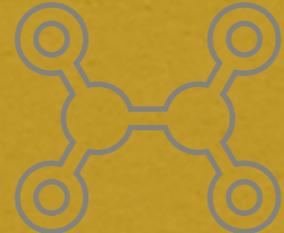
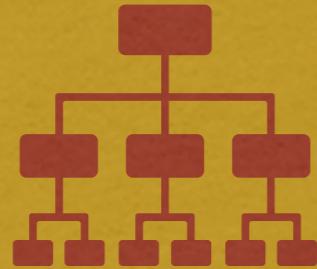


Characteristics of Effective Groups

- * Ability to challenge each other in constructive manner
- * Ability to resolve conflicts effectively
- * Mechanisms for mutual accountability
- * Ability to appropriately engage the skills and expertise of group members

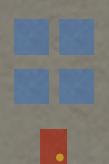


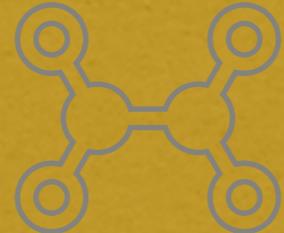
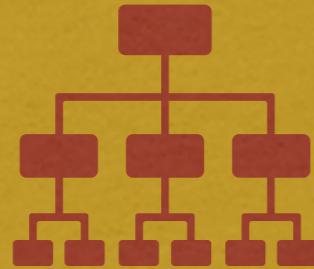




Environmental Characteristics

- * 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

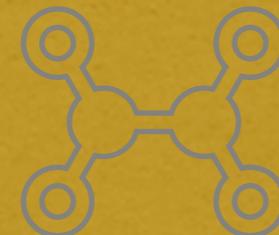
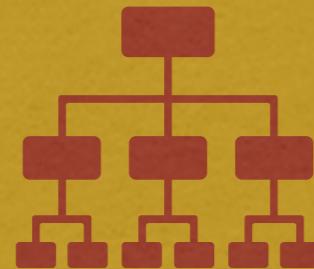
(Israel et al. 2013)

Group Work in Organizational and Community Settings



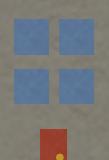
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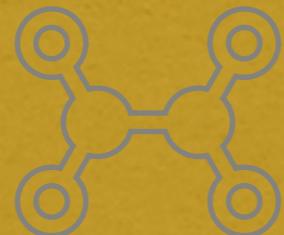
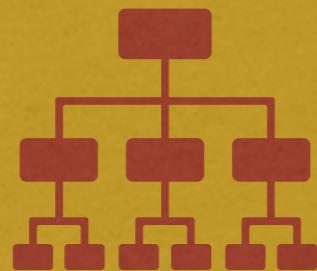
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Group Dynamics Characteristics of Effective Partnerships

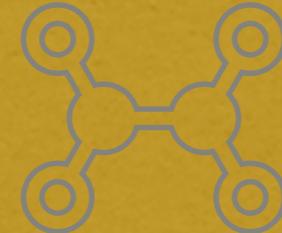
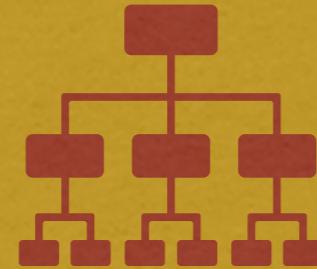
- * **Shared leadership**, including task and maintenance leadership behaviors
- * **Two-way open communication**
- * Recognition of conflicts and **constructive conflict resolution**
- * Cooperative development of goals and **shared vision**
- * Participatory **decision making process** that are flexible 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)**





PARTNERSHIP PROGRAMS AND INTERVENTIONS

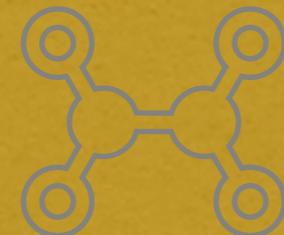
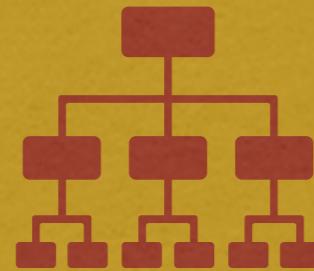




Intermediate Measure of Partnership Effectiveness

- * **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



HOW WOULD YOU ASSESS
WHERE YOU ARE AT AND
WHAT WOULD YOU DO?





ETHICAL DILEMMAS IN MACRO SOCIAL WORK PRACTICE

A stylized illustration of a superhero figure. The superhero has light-colored hair and is wearing a red t-shirt under a blue suit jacket. Their arms are crossed over their chest, forming a 'V' shape. The background is white.

**THE
LEADER
IN YOU**