

SAULT COLLEGE OF APPLIED ARTS AND TECHNOLOGY

SAULT STE. MARIE, ON

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COURSE OIJLINE

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COURSE TITLE: GROUP DYNAMICS

CODE NO. HSC 202 SEMESTER: FOUR

PROGRAM: CORRECTIONAL WORKER

INSTRUCTOR: BRIAN RAWN

DATE: JANUARY 1995

NEW:

REVISED:

APPROVED: ~%- D\j\$@*otiA>ch'
Kitty DeRosario, Dean
Human Sciences & Teacher ED

Date

****NOTE: Do not discard this outline. It will be required by other educational institutions if you are attempting to obtain credit for this course.**

PHILOSOPHY

This course will explore the process which occurs when people become a group. Students will be introduced to the theory underlying effective group dynamics and the skills required to apply this knowledge, therapeutically, with children and youth. An experiential approach to learning about group dynamics encompasses the core of this subject matter.

STUDENT PERFORMANCE OBJECTIVES

Upon successful completion of this course the student will be able to:

1. understand and apply concepts of group dynamics as it relates to identifying roles within the group as well as role adjustments.
2. identify and gain expertise in recognizing the 'sense of group' by observing and exploring the behaviours, feelings and attitudes within the group structure.
3. employ attending behaviours and demonstrate caring communication skills.
4. create, implement and process therapeutic group activities.
5. develop self-awareness as it relates to and affects the dynamics of the group process.
6. understand and apply the concepts of problem-solving and decision-making within a group and/or team structure.
7. identify the developmental stages of groups and plan activities according to each stage.

TOPICS TO BE COVERED

1. Group Dynamics and Relating Behaviours to Roles
2. Helpful and Harmful Group Behaviours
3. Interpersonal Communications
4. Creativity and Leadership
5. Self and the Group Process
6. Conflict Management
7. Modifying Group Formations

LEARNING ACTIVITIES

1.0 Group Dynamics and Relating Behaviours to Roles
Upon successful completion of this module the student will be able to:

1.1 identify characteristics of a group

1.2 understand the structure of groups

1.3 identify effective groups and group skills

1.4 identify his/her present attitude, behaviours and feelings

2.0 Helpful and Harmful Group Behaviours

Upon successful completion of this module the student will be able to:

2.1 distinguish between helpful and harmful group behaviours

2.2 understand procedural learning and action theories

2.3 gain expertise through experiential learning

2.4 identify and explore feelings, attitudes, and behaviours within a group

2.5 develop observation and role-playing skills

2.6 explain and conduct a skill training exercise

2.7 understand the ethics of experiential learning

3.0 Interpersonal Communications

Upon successful completion of this course the student will be able to:

3.1 identify effective communication techniques that enhance listening and understanding

3.2 understand group goals and social interdependence

3.3 develop goal-related behaviours and effective group goals

3.4 propose methods to improve group communication

REQUIRED RESOURCES

Text: Joining Together
Chapter 1

Activities: discussion, assigned readings, handouts, exercises

Assignment: (# 1) Complete a Learning Contract. Answer questions 1 -> 4 on pg. 35 of the text.

Text: Joining Together
Chapter 2

Activities: discussion, assigned readings, handouts, exercises, role-playing

Assignment: (#2) Paragraph describing your perception of experiential learning

Text: Joining Together
Chapter 3 & 4

Activities: discussion, exercises, assigned readings

LEARNING ACTIVITIES (cont'd)

- 3.5 practice giving and receiving information
- 3.6 recognize patterns of communication within the group
- 3.7 explain the difference between competition and cooperation
- 3.8 understand and identify barriers to communication
- 3.9 determine communication structures and networks

- 4.0 Creativity and Leadership**
Upon successful completion of this module the student will be able to:
- 4.1 create, implement and process therapeutic group activities
- 4.2 identify and demonstrate leadership issues and styles
- 4.3 empower group members through successful leadership
- 4.4 determine factors that indicate successful leadership
- 4.5 recognize common causes of failure and suggest how each could be minimized or eliminated
- 4.6 compare and describe situations involving conflict, competition and cooperation
- 4.7 utilize the problem solving process to devise solutions for given case studies
- 4.8 demonstrate the decision making model for reaching a group/team consensus
- 4.9 identify and describe different methods of decision making

- 5.0 Self and the Group Process**
Upon successful completion of this module the student will be able to:
- 5.1 develop his/her self-awareness as it relates to and affects the dynamics of the group process
- 5.2 understand his/her controversial behaviour
- 5.3 identify cooperative goal structure

- 5.4 define creativity and develop/foster creativity
- 5.5 negotiate conflict strategies
- 5.6 promote negotiating resolutions and understand third party mediation

- 5.7 define and use power and influence
- 5.8 recognize power behaviour within self and other

REQUIRED RESOURCES

Assignment: (#3) Complete exercise 4.11 on page 141

Text: Joining Together Chapter 5 & 6

Activities: discussion, exercises, handouts, role-play

Assignment: (#4) Create a therapeutic group activity. Be prepared to implement, (date to be arranged)
(#5) Write a report about 'the process' to hand in.

Text: Joining Together Chapter 7 & 8

Activities: discussion, exercises, assigned readings

Assignment: (#6) Prepare group theory presentation

LEARNING ACTIVITIES (cont'd)

6.0 Conflict Management

Upon successful completion of this module the student will be able to:

- 6.1 compare and describe different types of groups
- 6.2 lead a learning and discussion group
- 6.3 lead a growth and counselling group

- 6.4 understand team development
- 6.5 recognize the psychological benefits of group membership
- 6.6 Assess the quality of his/her behaviours and attitudes in a leadership role

7.0 Modifying Group Formations

Upon successful completion of this module the student will be able to:

- 7.1 identify the developmental stages of groups and plan activities accordingly
- 7.2 demonstrate the preparation needed for each developmental stage of a group
- 7.3 understand the importance of formal group termination
- 7.4 create a description of his/her self as a group member, (strengths, needs and plan of action)

REQUIRED RESOURCES

Text: Joining Together
Chapter 9 & 10

Activities: discussion,
exercises, readings, handouts

Assignment: (#7) Implement
your group activity. Be
prepared to give and receive
feedback

Text: Joining Together
Chapter 11, 12 & 13

Activities: discussion,
exercises, role-play, handouts

Assignment: (#8) Complete
personal journal and submit to
instructor

Due to the nature of this course, much of the learning will of necessity, be experiential. This requires that the student must complete assigned readings/assignments and be prepared to deal with the material in class sessions

METHOD OF EVALUATION

A final grade will be determined from the following:

- 1. **Mid-Term Exam:** Based on materials taken to date 20%

- 2. **Group Theory Presentation** 25%

- 3. **Assignments:** There are 8 assignments. The student is responsible to complete and submit assignments **on time**, (dates to be arranged) 30%

- 4. **Final Exam** will be based on all material covered throughout the semester. Rewrites permitted only under emergency circumstances substantiated by a medical note or on an individual basis if prearranged with the instructor. 25%

- 100%**

REQUIRED STUDENT RESOURCES

Texts: Johnson, D.W. & Johnson, F.P., Joining Together, Group Theory and Group Skills, New Jersey: Prentice Hall, Inc., 1987, Third Edition.

* Remocker, J., Storch, E., Action Speaks Louder, New York: Churchill Livingstone, 1987, Third Edition.

* optional - excellent resource for placement; practical group exercises.

COLLEGE GRADING POLICY

90 - 100% = A+
80 - 89% = A
70 - 79% = B
60 - 69% = C
BELOW 60% = R

SPECIAL NOTE

Students with special needs (eg. physical limitations, visual impairments, hearing impairments, learning disabilities) are encouraged to discuss required accommodations confidentially with the instructor.

Your instructor reserves the right to modify the course as he/she deems necessary to meet the needs of students.