

IHHS 402: Group Development

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Centre for Practitioner Renewal (CPR)

- How do we sustain health care providers in the work place?
- What is the effect of being in the presence of suffering?
- What would be reparative, healing or restore resilience for health care providers?

Service, education and research/evaluation

Efficiency through relationship

Different Group's for Consideration

You and:

- your course working group
- your community working team
- patients/clients you will work with
- people you see outside

Group Development

Norms vs. Guidelines

Why Guidelines?

- Creating safety makes experience predictable
- Safety comes from predictability
- If we don't establish predictability explicitly, then it will happen implicitly
- We are more likely to negotiate ground rules with intimate partners
- We are more likely to apply rules set by family/culture



Guidelines Help With

Safety

Inclusion

Trust

Guidelines

Confidentiality

Equal airtime

Non-judgemental listening

Timeliness

Right to pass

Engaged

Tuckman's Group Development

1. Forming
2. Storming
3. Norming
4. Performing
5. Adjourning

Task group, not ongoing team

Team Charter

1. Leadership
2. Defined purpose, mission, goals and objectives
3. Job Descriptions (Contracts for each member)
4. Role Definitions (The work each person actually does)
5. Team Agreements
6. Regular Review
7. Communication (The cornerstone of every relationship)
8. Dual Relationships
9. Skills and skill sets
10. Expressed Expectations (Hopes, wants and desires)
11. Beliefs

Safety and What We Reveal About Ourselves

- Me
- Intimate Relationship
- Adult family
- Friends
- Colleagues
- Patient/Client
- General population



Group Negotiations

1. Leadership
2. Defined Purpose
3. Job Descriptions
4. Role Definitions
5. Team agreement (How to be together at work)
 - What I bring is...
 - How we can be together is...
 - Decisions will be made by...
 - We will meet...

Group Negotiations

6. Enhanced Communication Skills

- How I need feedback
- How I can give feedback

7. Core Values

- What I value the most is...

8. Expectations

- What you can expect from me is...
- What I hope from you is...
- What I desire for us is...

Group Negotiations

9. Conflict Resolution (external help if needed)
 - Guidelines
 - Permission
 - I give you permission to...
 - I would like permission from you to...
 - Boundaries
 - What I cannot tolerate is...

Group Negotiations

10. Authenticity

- You will know I'm being authentic when...
 - Congruence
 - Genuineness
 - Sincerity
 - Respect
 - Honesty

11. Frequency and Format of checking in with team