

Introduction

This assignment will be based on my personal perspective of the group work carried out for module SJYW4010. The class was split into groups of four individuals and for the purposes of this assignment and to protect identity, my other group members will be named as member A, B, and C. In our groups we were required to look in depth at the Albemarle Report (1960) and create a poster looking into young people's lives and the challenges they faced. We then were required to decide upon a decade and compare and contrast with today's society; our group chose the 1980's. After carrying out our work we were then asked to present a ten minute poster presentation on our findings.

Group Work

"Communication is one of the most important aspects of team working" (The Leaders Institute, 2019, p.1).

However, communication "is only the beginning. For communication to work there has to be understanding" (The Leaders Institute, 2019, p.1). Initially we set up a Whatsapp group to open our lines of communication and had frequent face to face meetings on lecture days.

This was to ensure good work progress and to allow each team member to get better acquainted and have a better understanding of one another. We began by discussing our topic and chose our individual topics for research. Member A chose employment ; member B chose the influence of Margaret Thatcher , member C chose culture and I chose festivals and underground youth culture.

As member B had the least family and work commitments within the group she took charge of the care and organisation of the poster. This was hugely appreciated by those of us who have more stressful work and family lives. Unfortunately a few weeks after our assignment began member C had to leave our course. As she was researching the culture of the 1980's I could incorporate this topic into my own subject, which is what the group agreed I should

do. This could have caused major difficulty within our group, but with some research that she had already provided and discussions between ourselves this did not cause any issues. This was the first hurdle our group encountered but we worked through it together successfully.

Individual group members were due to give a two and a half minute presentation on their own topic at the end of this project. Whilst still keeping in frequent contact via Whatsapp and face to face meetings, we each researched our differing subjects at home and at university.

This was by means of the library, Internet and personal interviews with family members who had lived through the 1980's. Although nervous of the individual presentation, I believe that we worked well together as a group. However, it was noticeable that we each had our own method of working. Member B and I approached our work in a similar style, and discussed our progress and ideas very frequently. Member A appeared to prefer a more solitary approach and did seem withdrawn at times. Despite these differences, we learnt to accommodate each others styles, and never felt our work was compromised.

This would seem to support research carried out by Bruce Tuckman in his 1965 theory; 'Forming, Storming, Norming and Performing'. In his theory he states that there are four phases to teamwork. These are : Forming, Storming, Norming and Performing. Having read Tuckman's theory I can look back over our group work, and believe these four stages were apparent throughout.

Forming occurred when we first met as a team, we took some time to get to know each other and gel as a unit. Tuckman's first step 'forming' also reinforces what The Leaders Institute (2019) stated above regarding communication as well as understanding. Member B gradually became the group leader, although this was more as a central communicator.

Storming is when people begin working as a team, although this may include confrontation, and differences can surface at this time. I did not feel that my group suffered any conflict at this stage despite a member leaving. Luckily we could discuss matters rather than be confrontational, and the team really began to work well.

Norming is the stage of a growing sense of togetherness in a group. I felt this in the last week or so before our presentation when we all knew each other and our work styles. For example, I recall whilst finalising our poster we were comparing our research findings and all learning facts about the 80's from each other. This felt like we had really gelled as a team. I enjoyed working with both group members, but bonded especially with member B.

The final stage, Performing, is when people work effectively together. I felt that in the final stage our group worked with synergy, and showed great support to one another. Whilst member A's approach to work was very different to my own or member B's, at no time did we feel that he would not deliver. This is because we had come to know each other and worked efficiently as a team.

Conclusion

To conclude I feel this group assignment went well and I thoroughly enjoyed working with my other group members. I feel proud of what we have achieved as a group and how we all came together to create the final presentation. We were placed in groups on the 12th of November, to prepare a poster presentation by the 11th December. With other commitments, four weeks is a relatively short time for four people to come together and learn effectively as a team. Despite losing a member half way through, our team coped with this and the extra workload with ease. I believe we achieved this through excellent communications at all times and despite very different personalities we all came together to work in a friendly and efficient way.

Upon writing this assignment I found reading and researching Gibbs' reflective cycle (1988) was very useful and will enable me to progress further in my studies. At the beginning of this project I was very concerned that my busy life would interfere and that I might let the group down. Instead, due to the support from my fellow group members and lecturers I have

completed the experience with a new sense of pride. I have learnt a lot about myself and my group, I feel enriched by the whole experience.

Bibliography:

Business balls (2019) *Tuckman: Forming, Storming, Norming, Performing Model*. Available at:
<https://www.businessballs.com/team-management/tuckman-forming-storming-norming-performing-model/>
(Accessed: 14 December 2019).

HMSO (1960) *The Albemarle Report*. Available at:
<http://www.youthworkwales.org.uk/library/the-youth-service-in-england-and-wales-the-albemarle-report/>
(Accessed: 13 November 2019).

Rumson, R (2018) *Gibbs Reflective Cycle Model 1988*. Available at:
<https://www.eln.io/blog/gibbs-reflective-cycle-model-1988> (Accessed: 13 December 2019).

