

## **GROUP DYNAMICS**

Length:	3 days
Venue:	Your facilities/Zoom
Calendar:	TBA
Group size:	5 to 15 persons
Target audience:	PhD students, Managers, Teachers, Business executives
Instructor:	Laurence Moss, Marine Pansu

Managers often wonder how to create an efficient yet safe working environment. We know that positive group dynamics depend on personalities, attitudes, and behavioural patterns. Authority figures therefore play a key role, with room for development. We shall explore how to create and maintain cohesiveness, outline clear objectives with rewarding goals and how to value individuals within the group.

### **Instructional objectives**

- What makes a group efficient? (Teamwork, meetings...)
- Behavioural patterns (group and individual)
- Individual involvement and group cohesiveness
- Group leadership as educational tool
- Developing leadership

### **Content**

- Global and detailed analysis
- Methodological guidance
- Case study research
- Role-playing exercises and analysis

## Program

- 1- GROUP DYNAMICS

Forming a cohesive group

- Small group dynamics
- Development of groups in business
- Setting objectives and means
- Identifying productive situations

- 2- COMMUNICATION WITHIN THE GROUP

Efficient interpersonal communication

- Communication and our five senses.
- Empathy
- Collaborator appreciation

- 3- PERSONALITIES

Understanding team member types

- Acknowledging colleagues
- The structure of our personality
- Noticeable characteristics
- Management and recognition

- 4- CHARISMA AND SELF-ASSERTIVENESS

Developing your leadership

- Self-awareness
- Managing a group
- Coaching

- 5- GROUP COHESIVENESS

Rallying individuals towards a common objective.

- Setting clear objectives
- Congruity between objectives and means
- Reward and satisfaction