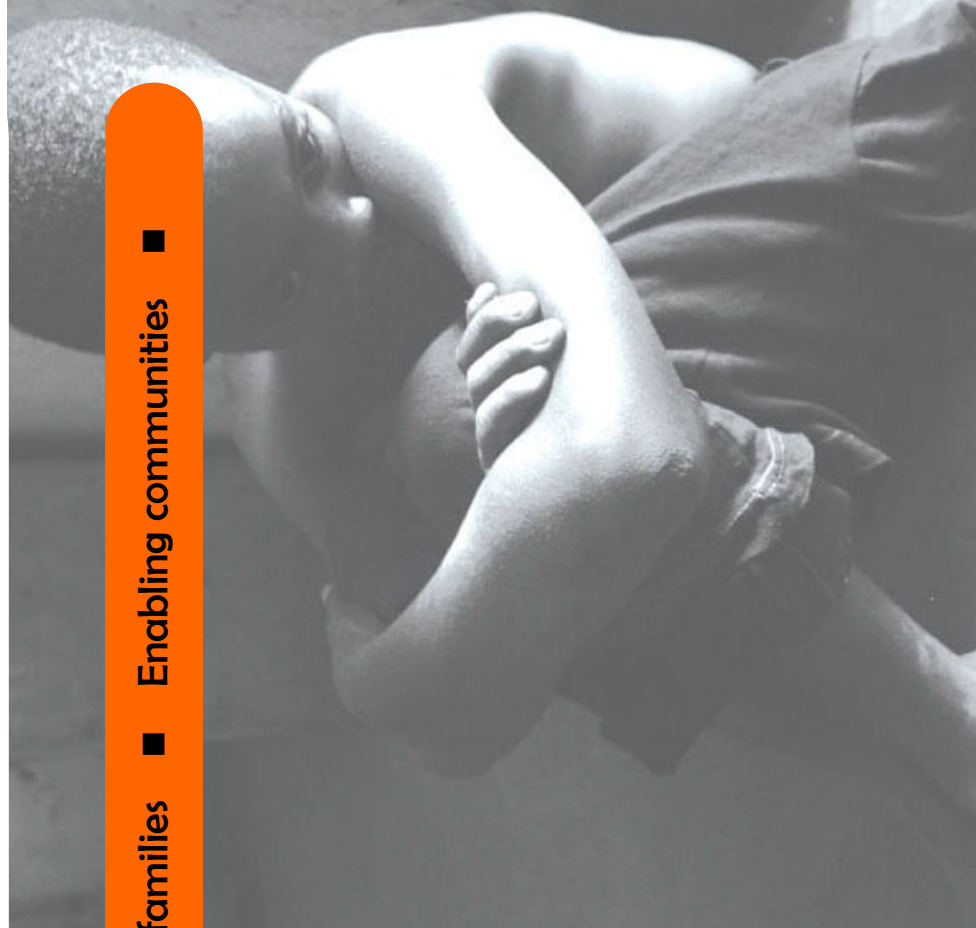


## **Group norms:**

How do we get our teams to work effectively?

- Empowering children
- Engaging families
- Enabling communities



## About the Mkombozi Centre for Street Children

Mkombozi is one of the leading child-focused agencies in northern Tanzania, working with over 1,000 vulnerable children and families a year in Kilimanjaro and Arusha Regions.

**Mkombozi's mission** is to help vulnerable children and youth to grow in mind, body and spirit and to build a more caring society for all. We capture local potential through learning and reflection and act as a catalyst for holistic development.

**Mkombozi's vision** is a world where all children and youth are prioritised and can access opportunities to become well rounded, inquiring and productive people who are working towards a more just and democratic society.

## What makes a good group?

- Good groups involve people “with a passion to serve others and create something new and purposeful.”
- Leadership can enable or disable people and the effective functioning of group situations.
- A “transformational leader” models the behaviour that we want to see others replicate.
- It is important to develop emotional connections in a group.
- Emotional intelligence and individuals’ attitudes towards each other are vital for the effective functioning of a group.
- The quality of relationships among the group members are a vital criterion in the successful functioning of groups.
- If the members don’t have “self knowledge” it then compromises the functioning of the wider group.

## What stops a group working well?

- Poor group functioning can be caused by a lack of skills amongst group members.
- Specifically around communication, clarifying expectations, conflict management, organisational and interpersonal skills.
- Group members and particularly the group coordinator need to have the skills to manage group processes.
- In many groups that do not function successfully there was not a shared process of clarifying group roles and norms (Johnson and Johnson, 2006, p.15).
- If effective groups negotiate these roles and norms explicitly as they start working together does it lead to better “buy-in” from the group members than when such roles and norms evolve without group members being conscious of the dynamics occurring amongst them?

## More reading...

### References:

- *Johnson and Johnson, Joining Together: Group Theory and Group Skills, 2006, Pearson International Edition*
- *Workshop on Transformational Leadership: Hosted by EASUN and facilitated by Allan Kaplan, May 2006*