MANAGING GROUPS AND TEAMS. Assignment Overview image TeamworkGroup Dynamics and Teams (Please keep in mind I am in the Army and a Command Sergeant Major) We will continue our experiential approach to the study of Organizational Behavior by engaging in a personal applied case on the topic of group dynamics and teams. As in Module 1, use the following outline to structure your 4- to 6-page paper. You may use the subtitles as headings for your paper. Introduction: Discuss the topic of the paper and how you will approach it. It is best to write this section after you have written the rest of the paper. Concrete Experience: Begin with a specific situation/event. Describe an experience with a group or team that was meaningful to you. It may have been an extraordinarily good experience - or it may have been an experience that did not work out very well at all! The important point is that it should be an experience which you would like to understand better. Be objective and focus on just the facts: who, what, where, when, and how - as if you were composing a newspaper article. Reflective Observation: Reflect upon that experience from multiple perspectives of persons involved or affected in the experience. Step back from the situation, look at the experience from your own viewpoint, and from the perspective of all other parties involved or affected. You want to look at the circumstances surrounding the experience from every relevant point of view. Why did you behave the way that you did? Why did others behave the way that they did? Did others have the same positive (or negative) experience? Explain. (Note: your discussion of theories and models from your module materials belongs in the following section.) Abstract Conceptualization: (This Abstract Conceptualization section is the "heart" of your paper.) Use critical thinking skills to understand and interpret the experience at a deeper, more generalizable level. Interpret and understand the events you have described by drawing on the concepts, theories, and models in the background material from this module. Explain how they apply to your experience. For example, what behavior patterns can you identify in yourself and others that are similar to the ones described in the material on communication, teams, and conflict management? Does the model of Force Field Analysis (home page) help you better understand why people behaved the way they did? Be sure to apply at least three concepts, theories, and/or models and cite all references to concepts, ideas, and/or quotes that you use from any outside source. Active Experimentation: Identify ways to respond to the next occurrence of a similar experience. What have you learned about the way groups work from this analysis? What have you learned from your mistakes? How are you going to put what you have learned to use? What actions will you take to build more effective work teams in your job? Conclusion: Sum up the main points of your analysis and the key learning you are taking from it. Reference List: List all references that you have cited in the paper using APA formatting. References include materials from the required background readings as well as any outside internet or library sources you used in researching and writing your paper. If you have APA questions, refer to the optional listings on the background page.