# Group Management: Methods and Techniques (with Workshop)

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***COURSE AIMS AND INTENDED LEARNING OUTCOMES***

*Course Aims*

The course aims to:

– provide in-depth knowledge of the several theoretical perspectives relating to the group, the working group, the operating processes and phenomena characterising them, including subconscious ones;

– elements for recognise the various forms of groups and their several employments, depending on the objectives and context within which the group develops;

– testing setting of group management in its several stages (constitution – preparation – organisation – work group building – assessment).

*Intended learning outcomes*

*Knowledge and understanding*

At the end of the course students will recognise the various theoretical perspectives regarding the group and working group. Students will also be able to recognise different types of groups and their various uses. Students will learn the main methods of group management with particular emphasis on work groups. Students will be able to recognise the main group dynamicism the roles and stages which characterise work groups, useful knowledge to apply in terms of management in particular.

***COURSE CONTENT***

The group will be considered from a theoretical, technical and practical perspective, too, in order to allow learning from direct experience.

The cognitive path, developed through a series of theoretical overviews related to the main authors who studied groups, from psychosocial and psychoanalytic perspective, will be supported by practical classes where students will experiment with the different stages of a group’s life, acting, in turn, as the conductor, the observer, the participant.

Group discussions will also support the cognitive path, so as to stimulate re-elaboration and debates between the participants in the course.

Specifically, the programme will be arranged as follows:

Unit 0: Introduction to the Psychology of Group Relations

* the psychosocial approach to groups (the group as a promoter of change, the importance of the context)
* the psychoanalytic approach to groups (group dynamics, Bion and basic assumptions, Foulkes, the Psychosociology)
* group practical exercises on the contents of Unit 0

Unit 1: Standing and conducting groups

* Starting a group
* Productivity, decision-making and group conflicts
* Defensive signals from a group
* group practical exercises on the contents of Unit 1

Unit 2: Moderating a group

* Phases of group-work
* Functions of moderation at each phase
* Context and moderation dynamics
* Moderation vs leadership
* group practical exercises on the contents of Unit 2

***READING LIST***

* For the path based on lecture contents:
* Students will prepare by studying the lecture notes and materials published on the Blackboard platform, supported by the following texts:
* A. BERTONI, *Passi di gruppo*, Ed. San Paolo, 2021
* G. Del Rio-M. Luppi, *Gruppo e relazione d’aiuto* Franco Angeli, 2010.
* For the text-based path
* Lo studente si preparerà attraverso lo studio dei seguenti testi:
* A. BERTONI, *Passi di gruppo*, Ed. San Paolo, 2021
* G. Del Rio-M. Luppi, *Gruppo e relazione d’aiuto (parte seconda)* Franco Angeli, 2010.
* C. Kaneklin, *Il gruppo in teoria e in pratica,* Cortina, 2010.
* P. Marinelli-F. Pezzoli, *Atlante illustrato di gruppoanalisi,* Ed. Anicia (first three sections).

***TEACHING METHOD***

The course includes class lectures, multimedia presentations and analysis of texts and audio-visual material. Lectures will alternate with practical classes in which students will be directly involved. In order to connect theories and practice, direct experiences and case studies will also be brought into play. There will be a Blackboard where students can find all the learning material produced during the course as well as any other material which is useful for the examination. The workshop/practical section is compulsory for at least 75% of the total hours.

***ASSESSMENT METHOD AND CRITERIA***

There will be an oral examination composed of an interview to assess students’ ability to understand theory and interpret exercises in light of theories presented during lectures. Assessment will be based on the relevance of answers, the appropriate use of specific terminology, structured arguments and cohesive discourse as well as the ability to identify conceptual connections and open-ended questions. There is a single final mark.

***NOTES AND PREREQUISITES***

Students should have basic knowledge of social psychology concepts. Prerequisites for attending the course also include punctuality and regular attendance of theory lectures and exercises.

In case the current Covid-19 health emergency does not allow frontal teaching, remote teaching will be carried out following procedures that will be promptly notified to students.

Further information can be found on the lecturer's webpage at http://docenti.unicatt.it/web/searchByName.do?language=ENG or on the Faculty notice board.