

8.4 Observational Exercise

Establishing a Constructive Climate

Purpose

1. To develop an understanding of how leaders establish a constructive climate for a group or an organization
2. To identify how specific factors contribute to effective group performance

Directions

1. For this exercise, you will observe a leader running a meeting, a practice, a class, or some other group-related activity.
2. Attend a full session of the group and record your observations below.

Name of the leader: Brian Decker

Name of the group: Heduna Electric

Observations about the structure (organization) of the group:

Electricians of a safety meeting.

Observations about the group's norms:

- Normal safety practices.
- Proper use of PPE & equipment.

Observations about the cohesiveness of the group:

- group seemed involved & asked questions of speaker
- Subject matter was in depth & educational

Observations about the group's standards of excellence:

- All electricians were trained in apprenticeship school
- Electricians must meet a variety of code requirements as well as construction safety.

Questions

1. In what ways did the leader make the goals of the group clear to group members?

- read out loud specific requirement & meaning
- stressed the individual aspects of each item.

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2. How did the leader utilize the unique talents of different group members?

We had licenced personal that expanded on Speakers Notes to remainder of the group. Journyman who have more experience shared examples & tips to younger & less experienced group members who are apprentices.

3. What were some of the positive and negative norms of this group? How did the leader reinforce these norms?

The leader used graphics & Powerpoints to inhance less exciting details. The leader brought in Donuts to enhance the morale before meeting started.

4. How would you evaluate, on a scale from 1 (low) to 5 (high), the cohesiveness of this group? In what ways did the leader promote or fail to promote the esprit de corps in the group?

I would give the group a 5, the leader expanded on Subject matter was very helpful in explaining Subject matter. He answered all questions in group.

5. A key factor in promoting standards of excellence is rewarding results. How did the leader reward group members for achieving results?

Each team member received a certificate of completion. These certificates are needed for licensing & continuing education requirements.