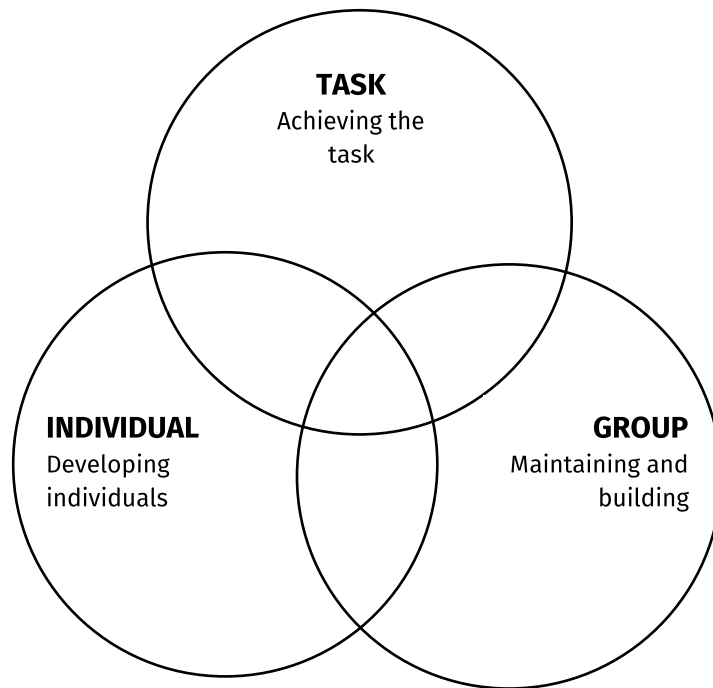


# GROUP NEEDS (A)

## GROWING LEADERS



### THREE GROUP NEEDS

Groups have 'needs' linked to the following areas:

- Task: groups exist for a reason.
- Individual: groups are made up of individual human beings.
- Group: every group has its own identity or ethos.

### THE NEEDS OF THE TASK

- To be clearly defined.
- To identify responsibilities for fulfilling the task.
- To set standards of behaviour by which the task is fulfilled.
- To achieve set targets and standards.
- To ensure all members' contributions are complementary.

### THE NEEDS OF INDIVIDUALS

- To be accepted and valued by the leader.
- To be able to contribute to the task.
- To know the expectations of both leader and group.
- To be part of the group.

### THE NEEDS OF THE GROUP

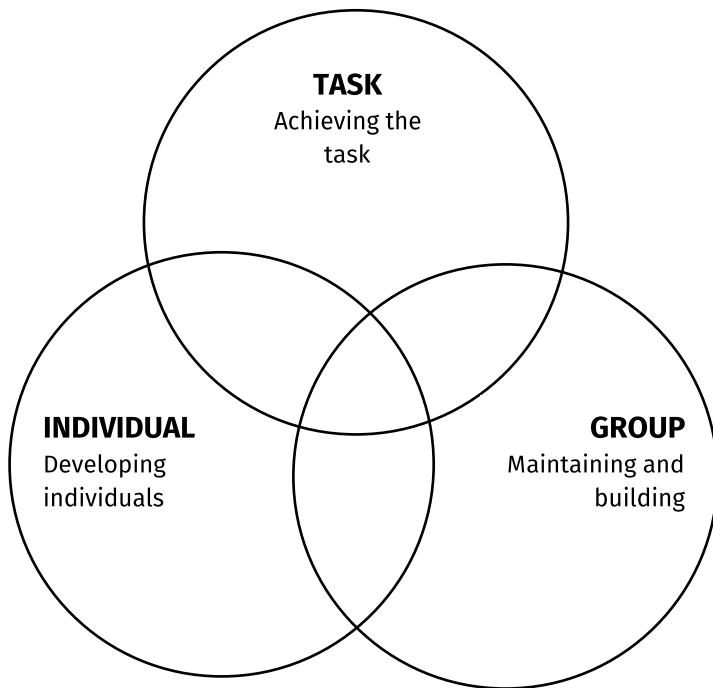
- To know the leader's style and vision.
- To feel a common sense of purpose.
- To be supported.
- To grow and develop as a united group.
- To have a sense of corporate achievement.
- To have a common identity.



### For Reflection

- How is your group/team addressing these needs? Where are your strengths and weaknesses?
- What are members' expectations concerning these three needs? Are these appropriate? Too high? Too low?

# GROUP NEEDS (B)



- According to your personal leadership style (session 1), which of these three needs are you likely to focus on?
- Think about a group you lead. How are you doing on meeting these three areas of need? Where are your strengths and weaknesses?
- What can you do to address the group's 'weaknesses', already identified?
- What are the expectations of your group members regarding these three areas? Are these appropriate? Too high? Too low?

## THE LEADER'S TASK

- To build and maintain the unity of the group
- To develop each individual
- To ensure the group achieves its task.



## For Journaling/Mentor

- How do the groups you lead reflect your leadership style?
- What could you address at once with a minimal amount of effort?
- What will require more effort? What is the next step?