

15.281 Assignment

Analysis of Group Decision Making Role Play

For this assignment, you should watch the videotape of your group's role play, conducted on Mar. 8th, then analyze your group decision-making process in a 2-3 page (single-spaced) memo to me and to the TA. Use any of the concepts that are in the packet readings or in the OP textbook, Ancona et al., *Managing for the Future* (Module 5, pp. 6-24), to analyze your group's effectiveness and efficiency in making its decision. While your analysis may include some narrative of events in your meeting, your paper should not be primarily descriptive. Use description to support your analytic points.

Below are some issues that you might want to consider. Obviously, you can't address them all in this memo, so concentrate on those that seem most interesting in relation to your group.

Organization: How did your group organize itself to handle the task? Did you explicitly establish a procedure or agenda? Did you choose group members to serve as a facilitator, a time-keeper, or in some other role? How well did these choices work?

Participation: What patterns of participation were evident in your group? Did everyone in your group participate actively in the decision-making? If not, what were the consequences? Did group members exhibit good listening skills as well as speaking skills? Did anyone encourage the participation of less active group members?

Decision-making processes: What stages did your group go through in making its decision? How did your group arrive at its final decision? By consensus? By vote? Did your group use any visual tools to organize your information? Was this useful to the process? Who recorded information for the group and what role did she play? How difficult was it to reach agreement?

Interpersonal processes: What interpersonal processes supported the building and maintaining of your group during this task? Were there issues of control, power, or influence played out in the group? Did your group engage in such functions as gatekeeping, diagnosing, and standard setting as part of maintaining the group? Did any group members or the group as a whole engage in any boundary management?

Problems: Did your group encounter any specific problems in carrying out its task? Why? How could the group have avoided them?

In your analysis, be sure to consider your own personal role. Were you an effective member of the group's decision-making process? Was there something you could have done differently to help the group work more successfully? Was there something the group could have done to help you contribute more effectively?

Guidelines

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| Form: | Memo, 2-3 pages (single spaced) |
| Due: | March 29 |
| Grade: | 15% of course grade, based on acuteness of analysis, adequacy of evidence, organization, clarity, and effectiveness. |