

March 1, 2008: Storming & Job-ing

Many of us have heard about the four stages of group development: forming, storming, norming and performing. What never ceases to amaze me is how true it is that, when even one new vocal member of a group is added, the whole group re-enters the forming stage (although, in theory, it doesn't need to last a long time!).

The need for patience to allow new members to settle in and bond with the existing group is even more apparent in the all-volunteer organization, where the board is also the primary staff. I am pleased to report that, in a recent work meeting of such a group, I had the opportunity to give a new member needed space for the re-forming to take place. In fact, the elected leader of our entire group and myself (the group leader) just stepped to back of room and allowed to new voice to speak.

We know it will take time to re-bond everyone and we already feel our feathers ruffled regarding previous decisions, declared values and priorities for the group (bit of a storm-wind being felt here) but if Job can do it, we can. With a little patience, we can see a stronger team and improved outcomes for stakeholders just a few months away.