

## **Group management**

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### **Group**

- Is the formal or informal gathering of people
- Is the organized or non-organized assemble of people

### **Elements of group**

- Group members technique (communication) and goal are the elements of group

### **Types of group**

- It may be of two types- small and large based on the number of participants/members

### **Advantages of a small group (5-10 people)**

1. Provides easy involvement of everyone
2. Encourages participation
3. Develops a sense of belonging, trust, support and recognition and a good way of getting to know other participants quickly
4. Easy for developing idea, aid and case study and solving problem

### **Disadvantages of a large group (20 people and above)**

1. Discourages participation of everyone
2. Inhibits the development of a sense of belonging, trust, support and friendship, which all are important for learning
3. Makes reading flipchart and writing boards harder
4. Makes keeping control of the group harder
5. Reduces communication.

### **Management of critical group members**

#### **1. *Silent member***

- Try to establish reasons for silence
- Try to discover hidden talents
- Reward any contribution
- Give encouragement outside of formal training session
- Place in a supportive small group

#### **2. *Dominant member***

- Ask for consideration of other member's efforts
- Place with similar types
- Give task

**3. *Reluctant member***

- Challenge if appropriate
- Support contributions
- Give responsibility

**4. *Rigid member***

- Seek alternative view
- Ask for background information that support member's view

**5. *Attention seeker***

- Checkout reasons for behaviour
- Give responsibility
- Establish appropriate ground rules

**6. *Negative member***

- Give feedback
- Give responsibility
- Develop norms

**Group (farmer group) mobilization**

- Keeping the group active
- Conduct regular meeting
- Conduct regular visit
- Conduct training/seminar/workshop etc.
- Keeping the records up to date