### Ways of Working: Organizational and Governance Structures



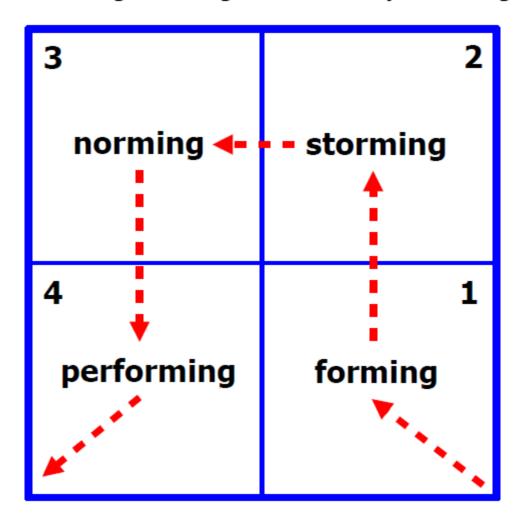
#### FloridaWCA Governance and Sustainability

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#### OUTLINE

- 1. Governance and groups
- 2. Types of groups and governance structures
- 3. Key foundations/functions of groups
- 4. Activity

#### Bruce Tuckman's 'Forming Storming' Team Development Stages Model - 1965



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#### GOVERNANCE

- Set of standards in place to ensure that the group is able to work toward its mission
- Governance in a collaborative group is much harder than in a hierarchal group

#### GROUP DEVELOPMENT

 Group dynamics - groups share common activities, interactions and sentiments

 Social exchange theory - Group members form relationships based on expected mutually beneficial exchanges based on trust and felt obligation

 Social identity theory – members get a sense of identity based upon membership in salient groups

#### TYPES OF GROUPS

- Command groups formal, hierarchal, officers, bylaws, terms of office
- Representative groups stakeholders, representation of diverse interests and organizations, members often nominated by the organization or interest they represent

#### TYPES OF GROUPS

- Membership groups informal, individuals seek to become members, collaborate, loose structure, members volunteer to conduct group functions
- Board/committee membership groups two-tier structure, subgroup insures functions of group take place.
   Can include an executive committee/steering committee structure or interlinking subcommittees that focus on a specific function, or a board

## KEY FOUNDATIONS/FUNCTIONS OF WORKING GROUPS

- Meet/convene
- Exchange information
- Share best practices
- Make decisions
- Coordinate resources, activities, programs, products
- Communicate internally and externally



## HOW IS THIS PROGRESSION OF TEAM BEHAVIOR AND LEADERSHIP STYLE OCCURRING WITHIN FLORIDAWCA?

### Examples

- What are some examples of groups like ours?
- What are the tasks that need to get done to make these groups function well?
- How are decisions made?

# Working in groups, respond to the following:

- List some of the groups you have been involved with
- What are some of the advantages and disadvantages of the groups you have been involved with?
- What types of groups were they (command, representative, membership, board/committee)?
- What were the key functions of such groups?



#### ENSURING SMOOTH TRANSITIONS



- Suggest strategies for transitioning
- What should we avoid?
- Where do we go from here...