

Ways of Working: Organizational and Governance Structures



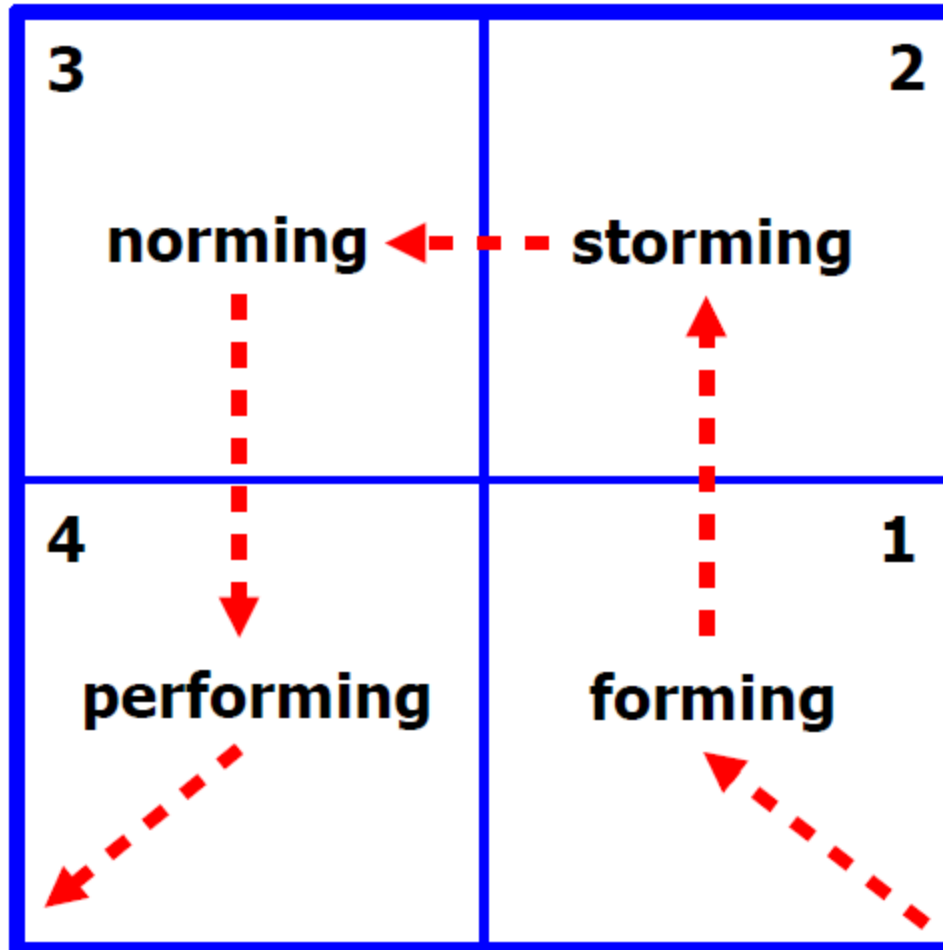
FloridaWCA Governance and Sustainability

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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

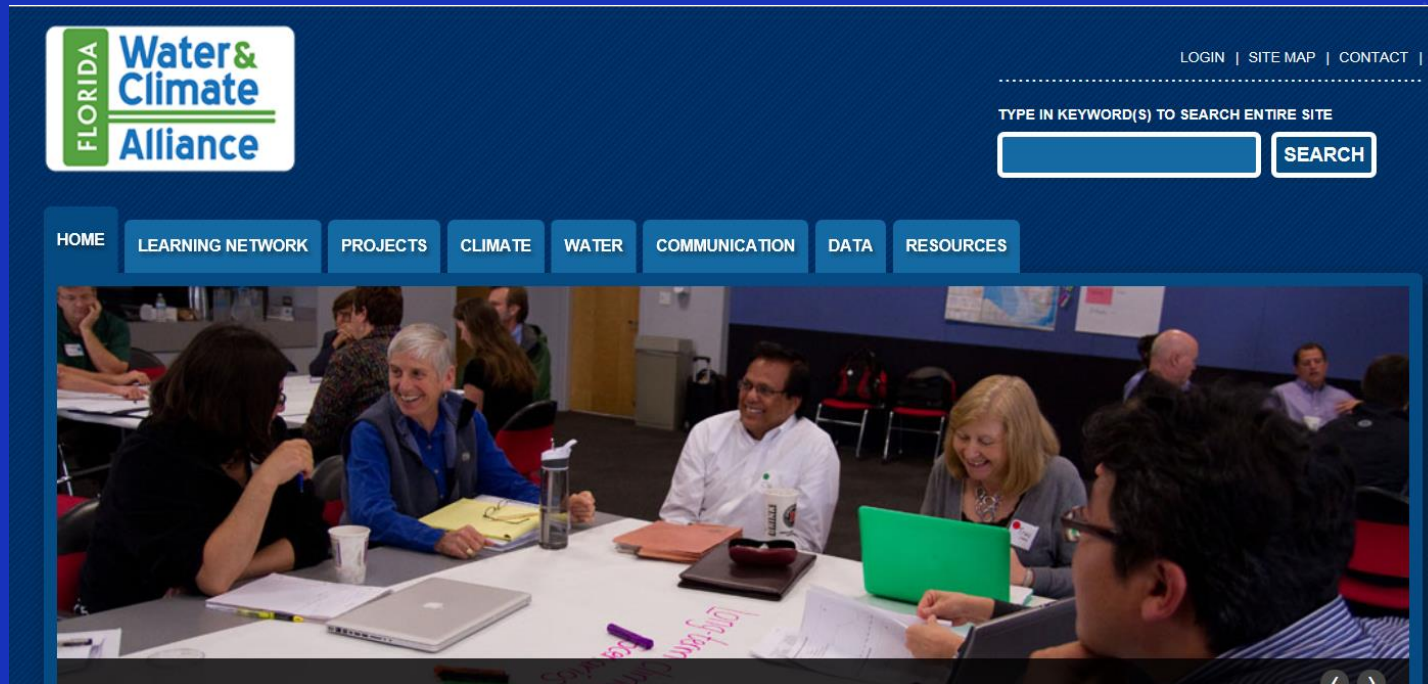
- What are some examples of groups like ours?
- What are the tasks that need to get done to make these groups function well?
- How are decisions made?

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...