

THE PROGRAMME:

Lecture 1. [GROUP PERFORMANCE](#) (12.03.2018: 0930-1115) Place: Naistenklinikan Is TYKS U-sairaala 12 krs

Effect of a group on performance of its members. Social facilitation—the enhancement of an individual's performance when working with other people. Social orientation theory. Illusion of group productivity—the tendency for members to believe that their groups are performing effectively. Problems of a 'design by a committee'. Improving group performance.

Lecture 2. [GROUP DECISION MAKING](#) (19.3.2018: 0930-1115) Place: Korvatautien Is TYKS U-sairaala 12 krs

A Functional theory of group decision making (DM): orientation, discussion, decision, implementation. Groupthink, pluralistic ignorance, entrapment (escalating investment in pursuing a chosen course of action). Using discussion to avoid making decisions; spending more time discussing minor matters than important ones; the shared information bias. Types of errors in group DM—sins of commission, sins of omission, and sins of imprecision. Improving group DM.

Lecture 3. [TEAM PROCESSES](#) (26.3.2018: 0930-1115) Place: Naistenklinikan Is TYKS U-sairaala 12 krs

Types of groups: manager-led, self-managing, self-designing, and self-governing. Factors that define the success of a team: task performance, adaptive growth of the team, and individual development of the members. Advantages and disadvantages associated with team diversity. Peer coaching. Improving team processes.