

Securing Participation in a Group

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I. Book recommendations.

A. *Group Dynamics* by Hubert Bonner.

1. A technical work well worth the investment - the best work available underlying the theory of group dynamics.

B. *Introduction to Group Dynamics* by Knolls.

1. A practical book

C. *How to Get Along with People in the Church* by Donald Bell.

D. *You Can't be Human Alone* by Margaret E. Kuhn

1. Not recommended for theological insight, but it is a down to earth piece.

E. *How to Develop Better Leaders* by Knolls.

1. Particular emphasis on small groups.

II. What is a group?

A. Comprised of people.

B. Congealed by virtue of purpose.

1. Must be clearly understood.

2. Must be embraced.

C. Developing a pathway to participation.

1. Basic principle.

a. Learning is most effective when the person is active and meaningfully involved in the process; he is a participator not a spectator.

b. He is not on the outside of the group looking in, but on the inside of the group working out.

c. Christians today are too passive.

d. The process is as important as the product.

2. Phases.

a. A person needs certain information.

1) This is where most education happens.

b. A person needs to be involved in a personal way.

c. A person needs to “do.”

1) You give him a contrived experience so that they can fail. Failing is part of the learning process.

2) You give him a real life experience that you can reasonably predict the results with because he has gone through the contrived experience.

a) You learn to do by doing.

3. Technique.

a. Getting people involved that you can both adapt and adopt.

1) A more extensive use of audio visuals.

2) We need to know how we are communicating.

3) We need to get people taking notes.

b. Buzz groups.

1) It is difficult to have discussion in large groups.

2) Smaller groups get lots of people involved and talking; the entire dynamic changes.

3) Always leave the audience longing rather than loathing.

c. Neighbor nudging.

1) Works well in large groups.

2) Gets people talking and working when they speak with their neighbor.

d. Brain storming.

1) The purpose is to get as many ideas as possible without criticism.

2) Suggestions:

i. How do you spend time with your kids?

ii. What are all the reasons that people are happy in this world?

iii. How do you determine the will of God for your life?

3) The value is not only for the people you ask the questions to.

e. Role playing.

1) The most effective means of communicating.

2) It leaves the audience hanging in their seats and helps the role players to understand what it feels like.

f. Debates.

1) It helps to get people how to think for themselves.

2) It helps to get people to relate to those who think differently.

g. Case studies - Effective for working through scenarios.

h. The use of listening teams.

1) When you have people that are not emotionally involved, they pick up things that you miss. Then you can evaluate.

5. Do you have a passion to communicate?

6. You cannot impart what you do not possess. Our prayer: overhaul this representative - whatever you are. They will not change - the question is whether you will.

Application questions:

1. Which phase of the learning process do you find is most neglected? Why is this?

2. How can you incorporate those into your ministry into the learning process? What actions can you model and encourage your disciples to participate in?

3. Which of the techniques for participation stood out the most to you? Which ones will you incorporate into your own presentations? How will you practice being intentional about making your audience involved?
