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# kenttrainers

## The Jumping Boy's Top Tips for November

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Course coming up at Chilston Park, Lenham.

- [HR Essentials](#) - 8<sup>th</sup> & 9<sup>th</sup> November
- [Introduction to First Line Management](#) - 16<sup>th</sup> November
- [Time Management, Managing Yourself and Your Time](#) - 17<sup>th</sup> November
- [Minute Taking with Confidence](#) - 22<sup>nd</sup> November

## Your very last chance to be our 2017 Charity of the Year

Are you a registered charity? If you are selected as our Charity of the Year you will receive up to 10 delegate days of training during 2017 on the Kent Trainers scheduled short course programme with a value of up to £4,000. Just tell us in 300 words how you believe the training will benefit your charity. More details can be found [here](#).

Entries must reach us by 1<sup>st</sup> November!

*“Kent Trainers’ very generous support made a huge difference to individuals in our organisation.”*

JS, Partnerships Manager, Porchlight - Kent Trainers 2016 Charity of the Year.

## **Forming, Storming, Norming, Performing**

Half remembered by many people, from a course long ago, is one of the most valuable descriptions of how a group of people can change into a powerful team. This is the Tuckman Model of Group Dynamics.

### **Tuckman Stage 1: Forming**

A new group is eager to get on with its task - though members are pretty clueless about what you expect of them. They are nervous and chat about everyday stuff like the weather and past jobs as they try and get to know each other.

### **Tuckman Stage 2: Storming**

As the group gets to know what you expect of them, they will push back at aspects of your instructions - even at your authority. As they come to know one another, they look for friends and a part to play - and some will challenge others for influence over the group.

### **Tuckman Stage 3: Norming**

The group will settle down and get on with its work. People now know what you expect of them and they are glad to get on with it. The whole group tries to find effective ways to work together and discover “norms” of behaviour.

### **Tuckman Stage 4: Performing**

Finally, we all have a shared understanding of the group’s role and a commitment to getting it done. We get on well and help each other out. People take an individual responsibility for their own tasks and a shared responsibility for the whole job. The group has become a team.

Does this chime with your organisation? Let us help you get your team to the Performing stage and avoid falling into the 'Deforming and Mourning' stages! Our ILM accredited [3 day Management](#) and [2 day Team Leadership](#) courses run through the year.

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