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Growth and Development of Watershed Partnerships

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Abstract Text:

The Forming – Storming – Norming – Performing model of team development was first proposed by Bruce Tuckman in 1965, who maintained that these phases are all necessary and inevitable in order for the team to grow, to face up to challenges, to tackle problems, to find solutions, to plan work, and to deliver results. This model has become the basis for subsequent models of team dynamics and is frequently used as a management theory to describe the behavior of existing teams. It has also taken a firm hold in the field of experiential education, in many environmental education activities where team building and leadership development are key goals to success of the efforts.

Working with volunteers, serving on local watershed management committees is truly a community development process. In a manner similar to working with other volunteer based groups watershed groups typically go through these four phases as the group matures and their impact becomes visible.

Forming: (Organizing), Storming (Conflict), Norming (Conflict Mediation), Performing (Action)

Participants in this session will have the opportunity to experience first hand accounts of what happens during each of these phases and techniques to help hold the group together. Additionally participants in this seminar will have the opportunity to hear a thought provoking presentation, ask questions of the presenters, and will be provided with an assortment of handouts to be used as resources when working with volunteer groups.

Impact Statement:

Watershed Management groups adopting the organizing process, have seen more local involvement in the watershed planning & management decision-making process. Most of the watersheds having formed using this group process have had more successful efforts involving local communties and residents in protecting the watershed, source water, and the watershed environment.