

# GROUP MODEL BUILDING

Facilitating Team Learning  
Using System Dynamics



Jac A. M. Vennix

 WILEY

# Group Model Building Facilitating Team Learning Using System Dynamics

**Jakub Kronenberg**



## **Group Model Building Facilitating Team Learning Using System Dynamics:**

**Group Model Building** Jac A. M. Vennix, 1996-08-16 This book is about increasing team performance. It focuses on building system dynamics models when tackling a mix of interrelated strategic problems to enhance team learning, foster consensus, and create commitment. The book is intended to be applied in the organizations of today. As the command and control organization evolves into one of decision making teams, so these teams have become the critical building blocks upon which the performance of the organization depends. The team members face an increased complexity of decision making with the interrelation of several strategic problems. What this means is that people have different views of the situation and will define problems differently. However, research shows that this can in fact be very productive if and when people learn from each other in order to build a shared perspective. Learning in this way might prove to be the only sustainable competitive advantage for organizations in the future. As a result, team leaders want to create learning teams and are confronted with issues such as how to create a situation where people doubt their ideas rather than stubbornly cling to dearly held views, create a learning atmosphere rather than trying to win the discussion, create a shared understanding of a problem in a team, foster consensus, and create commitment with a strategic decision facilitate Group Model Building. Those who will benefit most from Group Model Building Facilitating Team Learning Using System Dynamics are those who are familiar with systems thinking or organizational learning or those who are working in groups and are coming up against the common difficulties.

*Group Model Building* Rodney Scott, 2018-06-12 This book describes the cognitive and interpersonal effects of group model building and presents empirical research on what group model building achieves and how. Further, it proposes an integrated causal mechanism for the effects on participants. There have been multiple previous attempts at explaining the effects of group model building on participants, and this book integrates these various theories for the first time. The causal mechanisms described here suggest a variety of design elements that should be included in group model building practice. For example, practitioners typically try to reduce complexity for clients to make the process feel more accessible. In contrast, the findings presented here suggest that the very act of muddling through complexity increases participants' affective commitment to the group and the decisions made. The book also describes implications for theory and practice. System dynamics has traditionally been interested in using technical modeling processes to make policy recommendations. Group model building demonstrates that these same techniques also have implications for group decision making as a method for negotiating agreement. The book argues for the value of group model building as a mediating or negotiating tool rather than merely a positivist tool for technical problems.

**SYSTEM DYNAMICS - Volume II** Yaman Barlas, 2009-06-29 System Dynamics is a component of Encyclopedia of Technology Information and Systems Management Resources in the global Encyclopedia of Life Support Systems (EOLSS), which is an integrated compendium of twenty-one Encyclopedias. The world is facing a wide range of increasingly complex dynamic problems in the public and private arenas alike. System dynamics

discipline is an attempt to address such dynamic long term policy problems Applications cover a very wide spectrum including national economic problems supply chains project management educational problems energy systems sustainable development politics psychology medical sciences health care and many other areas This theme provides a comprehensive overview of system dynamics methodology including its conceptual philosophical framework as well as the technical aspects of modeling and analysis System dynamics can address the fundamental structural causes of the long term dynamic contemporary socio economic problems Its systems perspective challenges the barriers that separate disciplines The interdisciplinary and systemic approach of system dynamics could be critical in dealing with the increasingly complex problems of our modern world in this new century These two volumes are aimed at the following five major target audiences University and College students Educators Professional practitioners Research personnel and Policy analysts managers and decision makers and NGOs

*Work Group Learning* Valerie I. Sessa, Manuel London, 2008 First Published in 2007 Routledge is an imprint of Taylor Francis an informa company

*SYSTEM DYNAMICS - Volume I* Yaman Barlas, 2009-06-29 System Dynamics is a component of Encyclopedia of Technology Information and Systems Management Resources in the global Encyclopedia of Life Support Systems EOLSS which is an integrated compendium of twenty one Encyclopedias The world is facing a wide range of increasingly complex dynamic problems in the public and private arenas alike System dynamics discipline is an attempt to address such dynamic long term policy problems Applications cover a very wide spectrum including national economic problems supply chains project management educational problems energy systems sustainable development politics psychology medical sciences health care and many other areas This theme provides a comprehensive overview of system dynamics methodology including its conceptual philosophical framework as well as the technical aspects of modeling and analysis System dynamics can address the fundamental structural causes of the long term dynamic contemporary socio economic problems Its systems perspective challenges the barriers that separate disciplines The interdisciplinary and systemic approach of system dynamics could be critical in dealing with the increasingly complex problems of our modern world in this new century These two volumes are aimed at the following five major target audiences University and College students Educators Professional practitioners Research personnel and Policy analysts managers and decision makers and NGOs

**Handbook of Group Decision and Negotiation** D. Marc Kilgour, Colin Eden, 2010-08-02 Publication of the Handbook of Group Decision and Negotiation marks a milestone in the evolution of the group decision and negotiation GDN field On this occasion editors Colin Eden and Marc Kilgour asked me to write a brief history of the field to provide background and context for the volume They said that I am in a good position to do so Actively involved in creating the GDN Section and serving as its chair founding and leading the GDN journal Group Decision and Negotiation as editor in chief and the book series Advances in Group Decision and Negotiation as editor and serving as general chair of the GDN annual meetings I accepted their invitation to write a brief history In 1989 what is now the Institute for Operations Research

and the Management Sciences INFORMS established its Section on Group Decision and Negotiation The journal Group Decision and Negotiation was founded in 1992 published by Springer in cooperation with INFORMS and the GDN Section In 2003 as an extension of the journal the Springer book series Advances in Group Decision and Negotiation was inaugurated

A Systems Approach to Modeling Community Development Projects Bernard Amadei, 2015-09-14 This book makes the case for a systems approach to small scale community development projects It specifically looks at the application of one branch of systems science called system dynamics to develop conceptual models of small scale communities and address specific issues they might be facing at different scales A systems approach recognizes that by definition communities are complex adaptive systems consisting of multiple subsystems and parts e g individuals institutions and infrastructure that are interconnected driven by some purpose follow certain rules and interact with each other and with their surrounding environment In order to address community issues and problems complexity and uncertainty must be embraced and dealt with Inside the author emphasizes and shows how to include a system and complexity aware approach in the different phases of small scale community project management Adopting this approach comes with unique challenges such as dealing with ill defined problems considering uncertainty recognizing that no unique and best solutions to complex problems exist and accepting satisficing solutions The text demonstrates the need for community development practitioners to integrate in all stages of their projects participation systems thinking continuous reflection in action and a combination of critical and creative tools

*Research Methodologies, Innovations and Philosophies in Software Systems Engineering and Information Systems* Mora, Manuel, 2012-02-29 Philosophical paradigms theoretical frameworks and methodologies make up the answering and problem solving systems that define current research approaches While there are multiple research method books the subject lacks an update and integrated source of reference for graduate courses Research Methodologies Innovations and Philosophies in Software Systems Engineering and Information Systems aims to advance scientific knowledge on research approaches used in systems engineering software engineering and information systems and to update and integrate disperse and valuable knowledge on research approaches This aims to be a collection of knowledge for PhD students research oriented faculty and instructors of graduate courses

*The Dynamics of Care* Eric Wolstenholme, Douglas McKelvie, 2019-10-10 This book describes numerous projects which shed light on some of the most persistent issues of the day in health and social care The work demonstrates the importance of embedding the concept of flow into everyday health and social care thinking and creates insights into patient journeys through different conditions and treatments It suggests that improving throughput across agencies is the key way to improving the performance of health treatment whereas increasing capacity is the key way to improving the performance of social care by retaining independent living The authors conclude that for state provided care balancing health and social care provision can eliminate the many stressful fire fighting strategies hospitals have to undertake when faced with high demands and this is a win win scenario in terms of patients staff

and costs Further that there is a need for better understanding of the dynamics of population ageing the dynamics of health conditions and the provision of better integrated information systems The book will be a valuable resource for practitioners clinicians managers and academics in health social work public health and public policy in many countries In this important book Eric Wolstenholme and Douglas McKelvie bring two lifetimes of award winning experience in applying system dynamics to improving our very clinically advanced but often dysfunctional care systems David F Andersen O Leary Distinguished Service Professor Emeritus State University of New York Albany USA Health and social care suffer from some persistent and serious problems which not only undermine well intended care but also impose considerable costs in many societies This very welcome and exceptional book offers the hope of sound and sustainable solutions to many of these issues Kim Warren Strategy Dynamics London UK

**The Value of Information** Ramanan Laxminarayan, Molly K. Macauley, 2012-08-14 The book examines applications in two disparate fields linked by the importance of valuing information public health and space Researchers in the health field have developed some of the most innovative methodologies for valuing information used to help determine for example the value of diagnostics in informing patient treatment decisions In the field of space recent applications of value of information methods are critical for informing decisions on investment in satellites that collect data about air quality fresh water supplies climate and other natural and environmental resources affecting global health and quality of life

**Digital Scholarship in the Tenure, Promotion and Review Process** Deborah Lines Andersen, 2015-04-15 To receive tenure college and university professors have long been required to write scholarly monographs or articles engage in serious research and teach effectively In recent years however the emergence of digital scholarship has revolutionized and complicated the picture in unexpected ways as new electronic media have enabled academics to communicate scholarly material in innovative formats such as websites PowerPoint presentations CD ROMs and virtual reality tours Despite this growing output of sophisticated digital scholarship there has been little attempt to set standards define basic issues and concepts or integrate electronic scholarship into the tenure debate This collection of cutting edge articles marks the first effort to evaluate the place of digital scholarship in the tenure promotion and review process As a primer aimed at scholars faculty members and department chairs in the humanities social sciences and other fields as well as deans provosts and university administrators this collection examines the evolution of nontraditional scholarship analyzes the various formats and suggests guidelines for assessment on a scholarly level It also examines the impact of digital scholarship in the classroom and academy and explores new directions for the future This book will help shape policy in the murky world of tenure review and could become a central text for scholars and administrators everywhere

Policy Analytics, Modelling, and Informatics J Ramon Gil-Garcia, Theresa A. Pardo, Luis F. Luna-Reyes, 2017-10-03 This book provides a comprehensive approach to the study of policy analytics modelling and informatics It includes theories and concepts for understanding tools and techniques used by governments seeking to

improve decision making through the use of technology data modelling and other analytics and provides relevant case studies and practical recommendations Governments around the world face policy issues that require strategies and solutions using new technologies new access to data and new analytical tools and techniques such as computer simulation geographic information systems and social network analysis for the successful implementation of public policy and government programs Chapters include cases concepts methodologies theories experiences and practical recommendations on data analytics and modelling for public policy and practice and addresses a diversity of data tools applied to different policy stages in several contexts and levels and branches of government This book will be of interest of researchers students and practitioners in e government public policy public administration policy analytics and policy informatics      **Behavioral Operational**

**Research** Leroy White,Martin Kunc,Katharina Burger,Jonathan Malpass,2019-10-24 This edited collection addresses the question of which capabilities and competencies enable Behavioral Operational Research to provide sustained improvement to decision processes The aim is to show how a focus on capability and competency will not only meet short term requirements for problem solving and decision support but also build a solid foundation for the future The contributors present recent advances in Behavioral OR with a focus on the ways in which users of models deal with incomplete and imprecise information subjective boundaries and uncertainty These chapters are structured around three key dimensions of BOR capabilities cognition and aspects of practice      *Engaged Decision Making* Étienne A. J. A. Rouwette,L. Alberto Franco,2024-04-11 In the knowledge economy teams play a central role in decisions made within and across organisations The reason why teams with diverse compositions are often used is arguably their ability to develop solutions that none of their members could have produced alone Systems design strategy and policy development risk management and innovation are just a few of the areas that call for team decisions Unfortunately a considerable number of behavioural research studies show that teamwork is fraught with difficulties Teams often underestimate their fallibility struggle with conflict or are unable to share and integrate critical information effectively Indeed the evidence shows that two out of three teams do not achieve their goals and half of organisational decisions many of which are team decisions fail In this book the authors draw from research in psychology decision and systems sciences as well as their own research and consulting work that spans more than 20 years to show how designed interventions can enable team decision making to become rigorous transparent and defensible They cover theory and practice regarding the design delivery and evaluation of interventions to support team decision making in situations of varied complexity Written as an applied resource for researchers and advanced students in particular this book offers a guide to proven interventions that enhance the process of making team decisions and increase the chances of superior team results The Open Access version of this book available at [www.taylorfrancis.com](http://www.taylorfrancis.com) has been made available under a Creative Commons Attribution Non Commercial No Derivatives CC BY NC ND 4 0 license      **Enabling Collaborative Governance through Systems Modeling Methods** Carmine Bianchi,Luis F. Luna-Reyes,Eliot

Rich,2020-07-08 This volume constitutes a first approximation for the use of systems approaches and dynamic performance management as tools for collaborative governance The chapters examine models and simulations used in some specific systems approaches which contribute to facilitating problem focus and collective understanding of collaborative governance especially in the area of performance management The explicit connection between resources and outcomes promoted by this view helps managers to understand better how to improve policy and to create positive outcomes that create public value

**Ambiguities in Decision-oriented Life Cycle Inventories** Frank Werner,2006-03-30 This book shows for the first time how mental models and values influence conclusions in the life cycle inventory step of LCA One key finding is that different management rules for a sustainable use of materials must be taken into account for the attribution of material and energy flows to a product Includes case studies on the modelling of recycling and other end of life options of aluminium windows and beech wood railway sleepers in LCA *Autonomous Agents and Multiagent Systems* Gita Sukthankar,Juan A.

Rodriguez-Aguilar,2017-11-24 This book compiles the most visionary papers from 10 workshops held at the International Conference on Autonomous Agents and Multiagent Systems AAMAS 2017 held in Sao Paulo Brazil in May 2017 The 15 full papers presented in this volume were carefully reviewed and selected for inclusion in this volume They deal with novel ideas proposing a change in the way research is currently carried out *Challenges of Sustainable Development in Poland* Jakub

Kronenberg,2010 This book is at once a guide for sustainable development professionals and a handbook for those interested in further studies on sustainability It not only explains and exemplifies the issues of sustainability discussed herein but it also offers a resource for practitioners in business local authorities non governmental organisations and indeed individuals wanting to undertake activities directed towards sustainable development This book consists of 15 chapters supplemented with descriptions of sustainability tools and related case studies in Poland These case studies are particularly useful for both teaching and practical application In preparing this book the authors have applied their extensive practical and research experience in this *Organizational Survival in the New World* Alex Bennet,David Bennet,2004 The Bennets offer a new

theory of the firm describing a next generation organization designed to exhibit flexibility and agility in order to meet the challenges of increasing change uncertainty and complexity that characterize the competitive environment *Community engagement* ,2020-06-10



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