



Group Counseling

Lecture 3

Leadership

LECTURER

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Introduction

Leadership in group counseling is very important because it enhances group process and interactions.

The person of the group leader is equally significant as they largely determine how the group will run and perform.

In this lecture, you will be introduced to different leadership styles, qualities and characteristics of a group leader and relevant skills and techniques of group

Expected Learning Outcomes

At the end of this lecture, you will be able to:

- i. Define the term leadership.**
- ii. Describe qualities and characteristics of a group leader.**
- iii. Discuss different styles of leadership.**
- iv. Evaluate the benefits of co – leadership.**

This is a process of providing tools and directions to a specific group of people. It involves facilitating and guiding the actions of group members as well as accepting responsibility for the outcome of the group effort

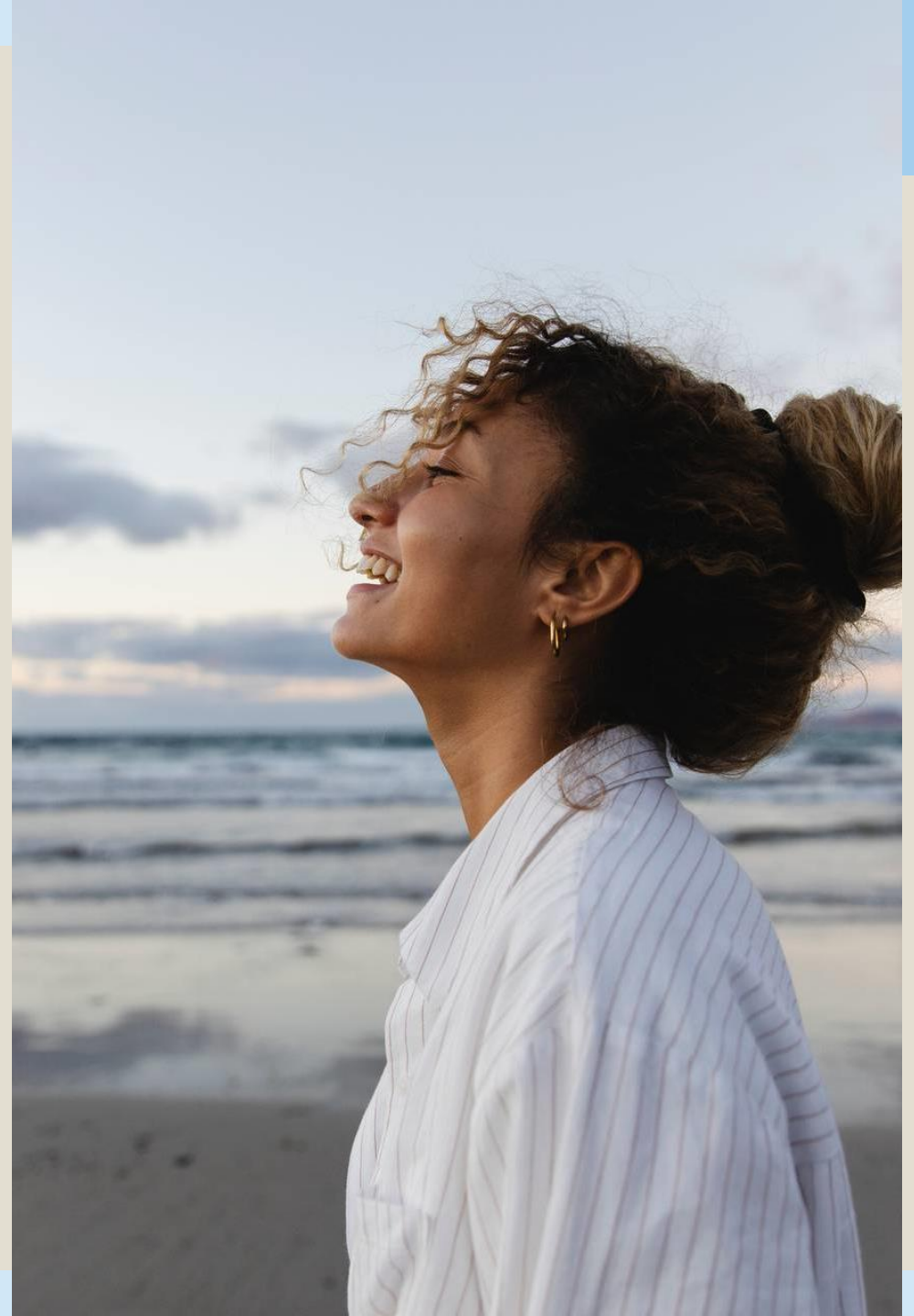
Definition

What is group leadership?

Qualities of Group Leader

- **Active listening**
- **Compassion**
- **Justice**
- **Non - judgmental**
- **Active Role modelling**
- **Flexible**
- **Empathetic**
- **Authenticity**
- **Multicultural competence**
- **The leader ought to respect group diversity**

A good leader sets a relaxed group mood



Characteristics of a Group Leader

Personal identity,

Self awareness

Self critical

Open to change

Emotional intelligence,

Self-care and be willing to learn in the process



SKILLS AND TECHNIQUES OF GROUP LEADERS

Active Listening



A LEADER WILL...

Build and enhance group cohesion



Leadership Skills



REFLECTION

Support



High support match with high challenge



Know when to support



How to support



Who to support



When to challenge

Tone Setting



- **Diversity**
- **Inclusivity**
- **Respect**
- **Sharing**

The background of the slide features a blurred image of a hand holding a pen over a document, with a pair of glasses resting on the paper. The overall aesthetic is professional and academic, with a blue and brown color palette and a repeating leaf pattern.

SUMMARIZING

Modelling

Set the pace



Self Disclosure

It is not a weakness



Cutting Off

- **When a member's comments conflict with the group's purpose and goals**
- **When a member is saying something inaccurate**
- **When members are arguing or rambling**
- **When members are rescuing another member**



Cutting off Strategies



Timing



**Use of
Voice.**



Clarifying



Explaining



Be sensitive

Mindfulness

- This is the art of allowing members to pay moment to moment attention to what is happening within them and with other group members.
- This allows to pay attention to one's and other members' feelings, actions, and thoughts
- The leader is also able to deepen the understanding of the members through picking group energies

Drawing out Members



**TO GET GREATER
INVOLVEMENT FROM
THE GROUP MEMBERS**



**TO HELP MEMBERS WHO
HAVE A DIFFICULT TIME
SHARING IN A GROUP.**



**TO PROBE FOR GREATER
DEPTH**



**ALLOW QUIET AND SHY
MEMBERS TO
PARTICIPATE**

Drawing out strategies



Ask members if they would like to comment.



Using dyads, rounds, and written exercises



Eye contact: Giving a member who the leader would like to say something, eye contact, a nod or gesture which prepares the member to talk.

Using Rounds

- **Get members focused.**
- **Deepen the intensity.**
- **Gather information and locate group energy.**
- **Build comfort and trust.**
- **Draw out quiet members.**
- **Summarize important topics covered.**
- **Pick areas of clarification.**
- **Bring closure.**

Dyads



**DEVELOP COMFORT
AND REDUCE
ANXIETY.**



**WARM UP MEMBERS
AND BUILDING
ENERGY.**



**PROCESSING
INFORMATION AND
GROUP ACTIVITIES.**



**WINDING UP A
TOPIC.**



**GETTING CERTAIN
MEMBERS TOGETHER.**



**PROVIDING LEADER/
MEMBER
INTERACTION.**

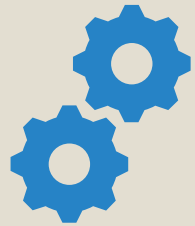


**ELICIT WIDE AND
DEEP INFORMATION
FROM MEMBERS.**

Exercise

- **Generate participation and discussion (brainstorming).**
- **Focus the group on a goal/activity or idea.**
- **Provide an opportunity for experiential learning.**
- **Increase the comfort level and build rapport.**
- **Provide fun and relaxation.**
- **Teach a skill.**
- **Get feedback.**

Leadership Styles



Autocratic



Laissez – Faire



Democratic

Co- Leadership

***Alternative
model***

Shared model

Apprenticeship

Advantages & Disadvantages

- **Leaders' synergy**
 - **Group members benefit from two models of leaders.**
 - **Planning together .**
 - **Feedback .**
 - **Group strength.**
 - **Support**
 - **Each leader can grow from observing and working with other leaders.**
- **Time taken to plan and implement**
 - **Conflicts**
 - **Style of leadership**
 - **Change management**

Principles of Co- Leadership



Mutual support



Balancing each other



Active communication



Planning together



Monitoring and evaluation



Conclusion

In this lecture, we have covered group leadership styles, qualities and characteristics of a group leader, different skills and techniques of good leadership and applying co – leadership in group counseling.

In our follow up session, we shall learn how groups are formed.

References

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THANK
YOU

“Great Leaders Lead by Example”