



Group Composition, Group Dynamics and Performance

2012 EHF "Rinck" Convention Open Master Coach and Licensing Course

W. Pollany
EHF / MC



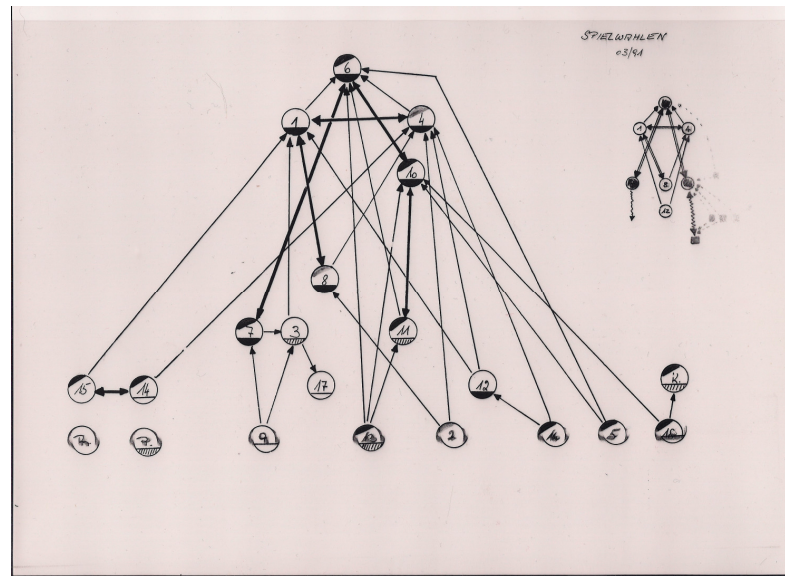
Group Dynamics

- Team = social group
 - Social Roles
 - Formal
 - Informal
 - Social Relations
 - Affection
 - Rejection
 - Social Configurations
 - Coalitions
 - Cliques



Group Dynamics

- Sociometry by J.L.MORENO
 - Target Sociogram
 - Pyramid Sociogram





Group Dynamics

- Cohesion
- Theoreme of Divergence
 - Twin Leaders
 - Dislike of Task Leader
- Conflict and Performance
 - Character of Team Performance
 - Addition
 - Coordination
 - Interaction



Group Dynamics

- Liking and Disliking
 - Social Matrix
 - Sociogram
 - Performance Matrix
 - Rating Matrix (POFFENBERGER)
 - Result
 - $P+ \Rightarrow S+$ $P- \Rightarrow S-$
 - $S+ \Rightarrow P+$ $S- \Rightarrow P_{av} \text{ or } P+$



Group Dynamics

- Findings for Playing Positions
 - GK < Wings < LPs < Backs < Playmakers
- Remarks
 - Semi-pros 30 years ago
 - No Specialists
 - Teams with 1 good GK only
 - Plan for a Remake



Group Dynamics

- Consequences
 - The Mobile Metaph
 - Position of the Player
 - Function of the Coach

