



# The **Group Contract**: A new approach to manage common problems found in **group work**

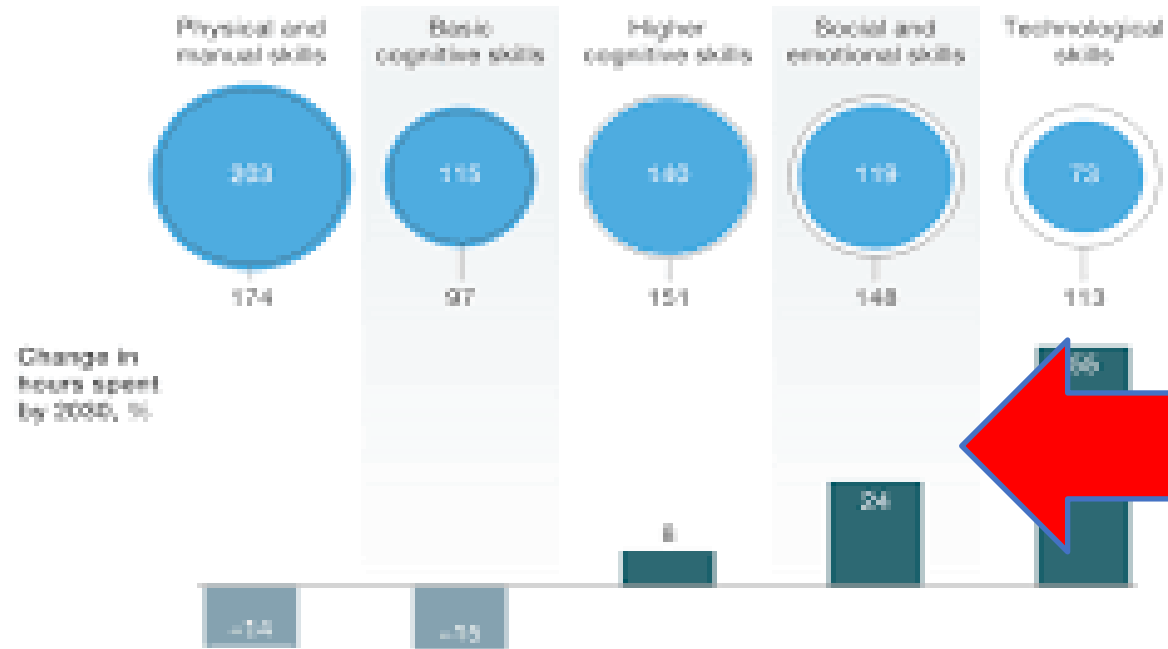
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# Future Outlook: Growth of Social & Emotional Skills

Automation and artificial intelligence will accelerate the shift in skills that the workforce needs.

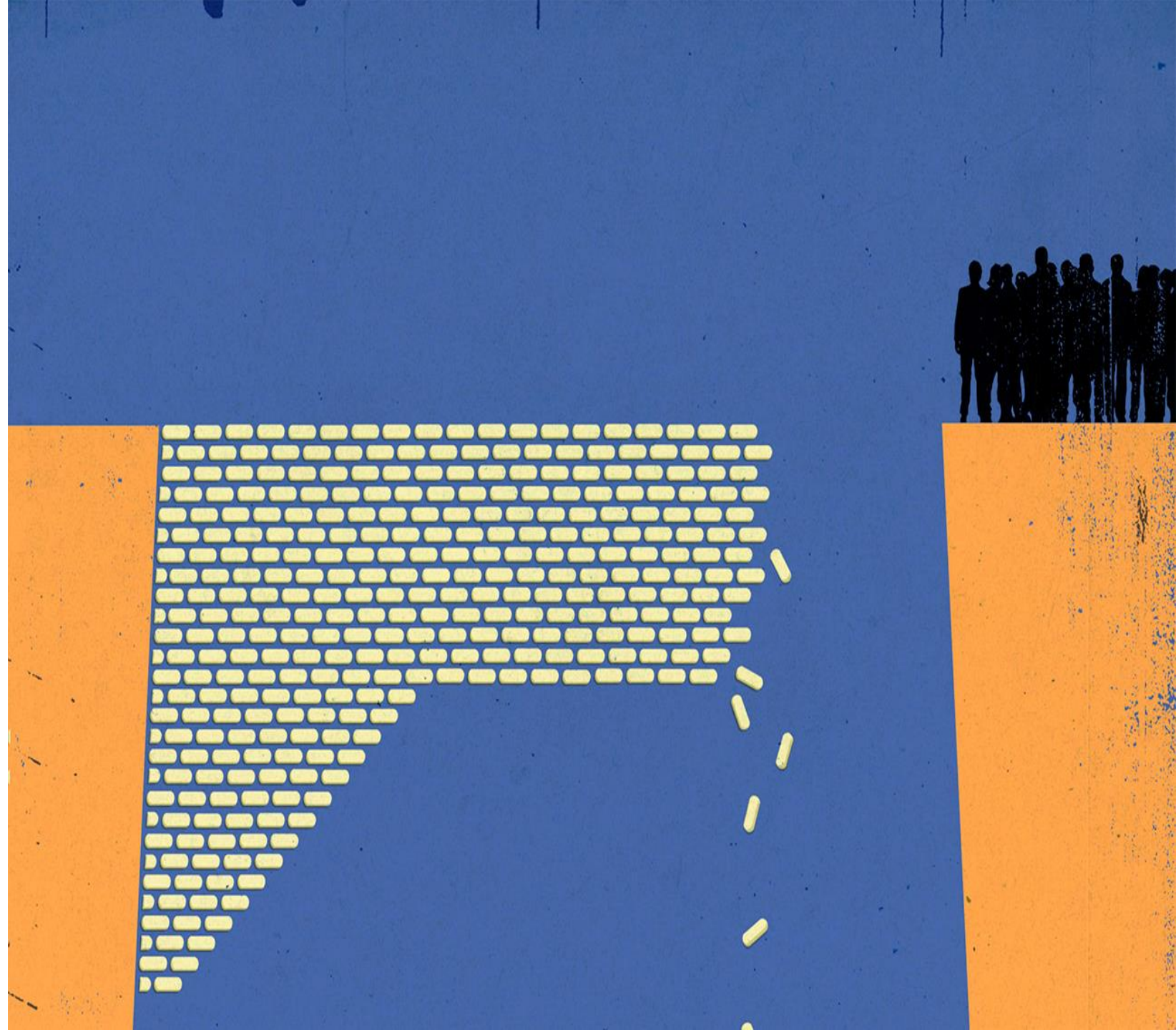
Total hours worked in Europe and United States, 2018 vs 2030 estimate, billion

● 2018 ○ 2030



Source: McKinsey Global Institute Workforce Skills Model; McKinsey Global Institute analysis

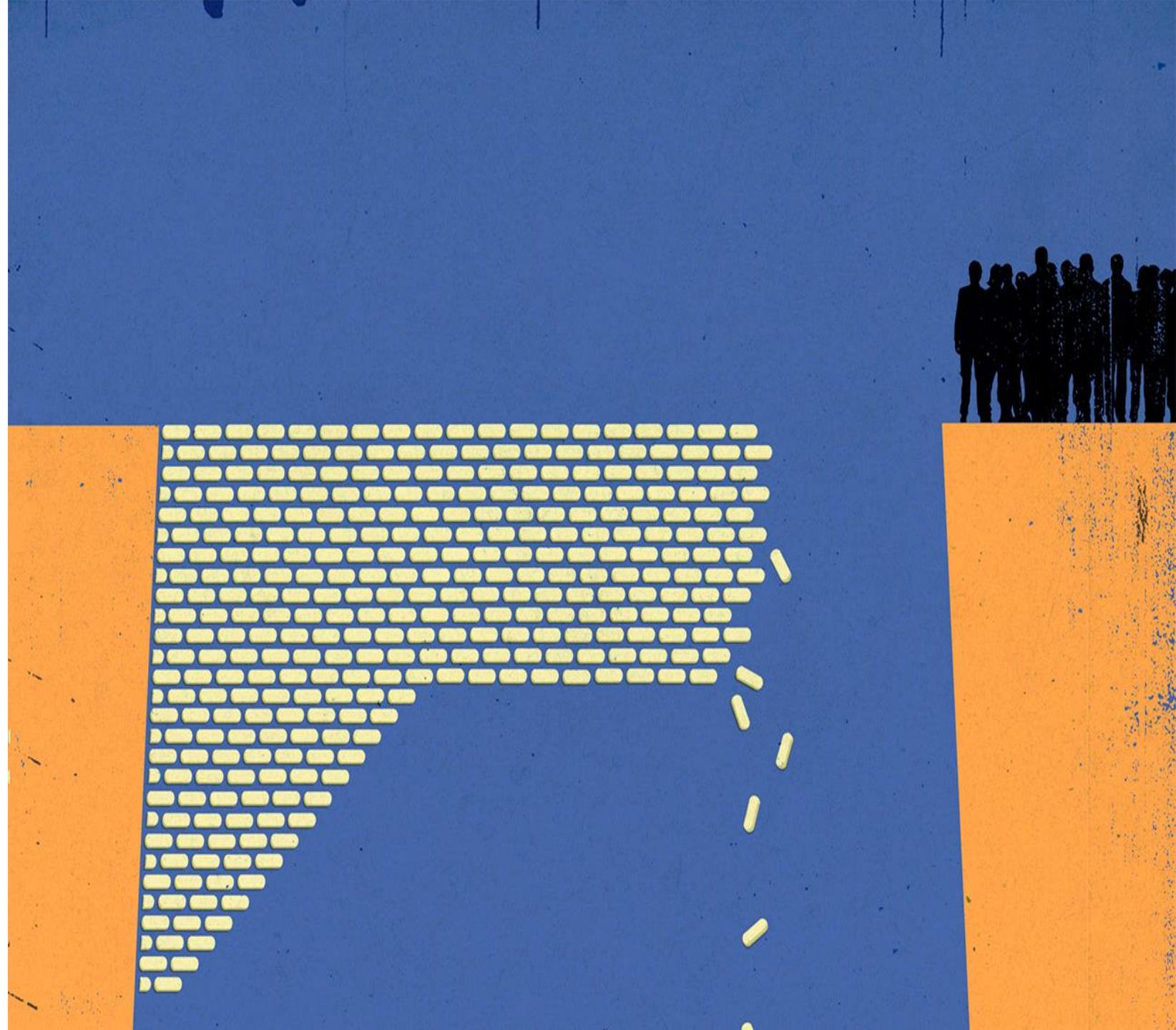
# **Groupwork** problems in organizations







# **Groupwork** problems in Higher Education



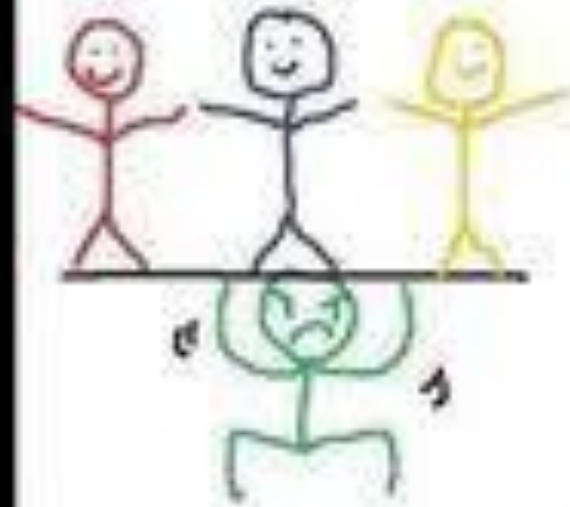




Theory behind group project



My group projects



# TEAMWORK

25% credit, 100% work

**NOT SURE IF I HATE GROUP  
PROJECTS**

**OR JUST HATE PEOPLE**





# A seismic shift is needed in the way we think about **groupwork**

- “We've got to focus on the *interpersonal processes* and *dynamics* that occur among people working together for *shorter durations*”



# The **Group Contract** is a living tool:



A framework of *a written agreement* among group members



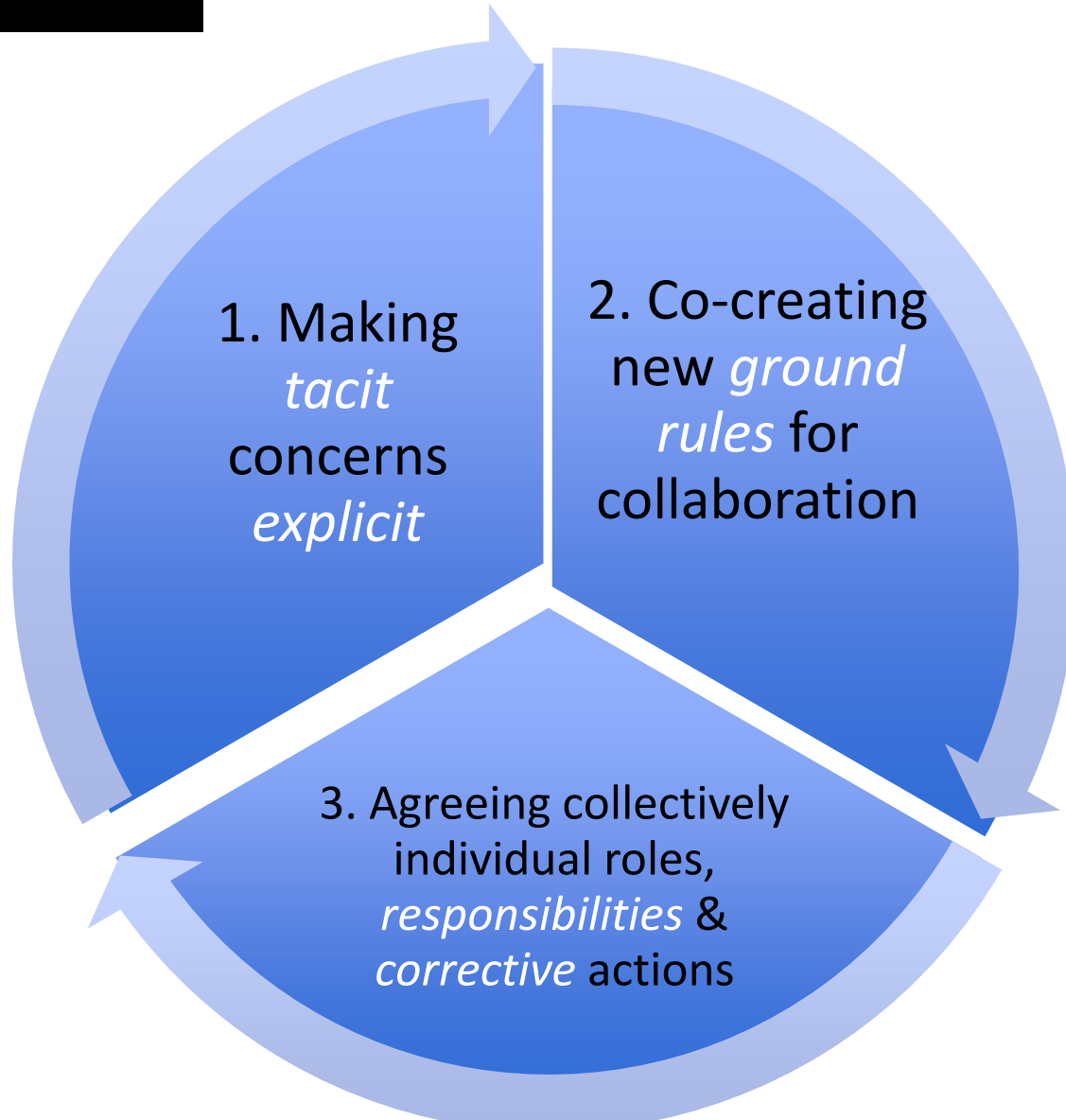
To take *equal* opportunities for *ownership* and *accountability*



*Before, during* and *after* the assigned group learning task



# The **Group Contract** template:



Module Code: Kingston Business School Group Contract Tasks, 1, 2, 3  
Attention: To be signed by the Instructor, and to be submitted with your group report.  
Instructor:

Name of Team: \_\_\_\_\_  
Names of Team Member: \_\_\_\_\_ Role: \_\_\_\_\_

1. \_\_\_\_\_  
2. \_\_\_\_\_  
3. \_\_\_\_\_  
4. \_\_\_\_\_  
5. \_\_\_\_\_

Task 1  
(Discuss and write what all group members are writing as a solution for this assignment)

Student Name	Signature

Task 2  
Write down the agreed ground rules to work collaboratively and efficiently as a group for this assignment.


Task 3  
Agree DETAILED responsibilities and expectations from each member.  
Sign this group contract and ask your instructor to sign it as well.

Name/Role	Describe responsibilities/expectations	Signature

Instructor: \_\_\_\_\_  
Signature: \_\_\_\_\_



**Group  
Contract:  
Applications in  
Higher  
Education**



# Group Contract: Teaching & Learning



### Schools/Modules

- KBS
- School of Arts
- L4
- L5
- L6
- L7

### Context

- **Formative** before and during group assignments
- **Summative** in assignment briefings/marking
- **Tutoring** sessions
- With **Critical Reflection tool** during and after group assignments

### Offline & Online

- In classroom
- In 1-2-1 physical meetings
- In virtual meetings
- In breakout rooms
- In informal virtual groups (e.g. WhatsApp)
- In collaborative platforms (e.g. jamboard)
- Canvas



# Very positive response

*No group dispute  
post submission  
of group  
presentation and  
report: the first  
time in 7 years!*

*Took a while to  
get started. In the  
end worked well  
and effectively.*

*The contract enabled us to  
exchange ideas and contribute  
equally to the assignment. It was  
overall a very positive experience*

*Good communication  
led diligently by our  
team coordinator. We  
are very happy with our  
group and ahead of our  
internal schedule!*



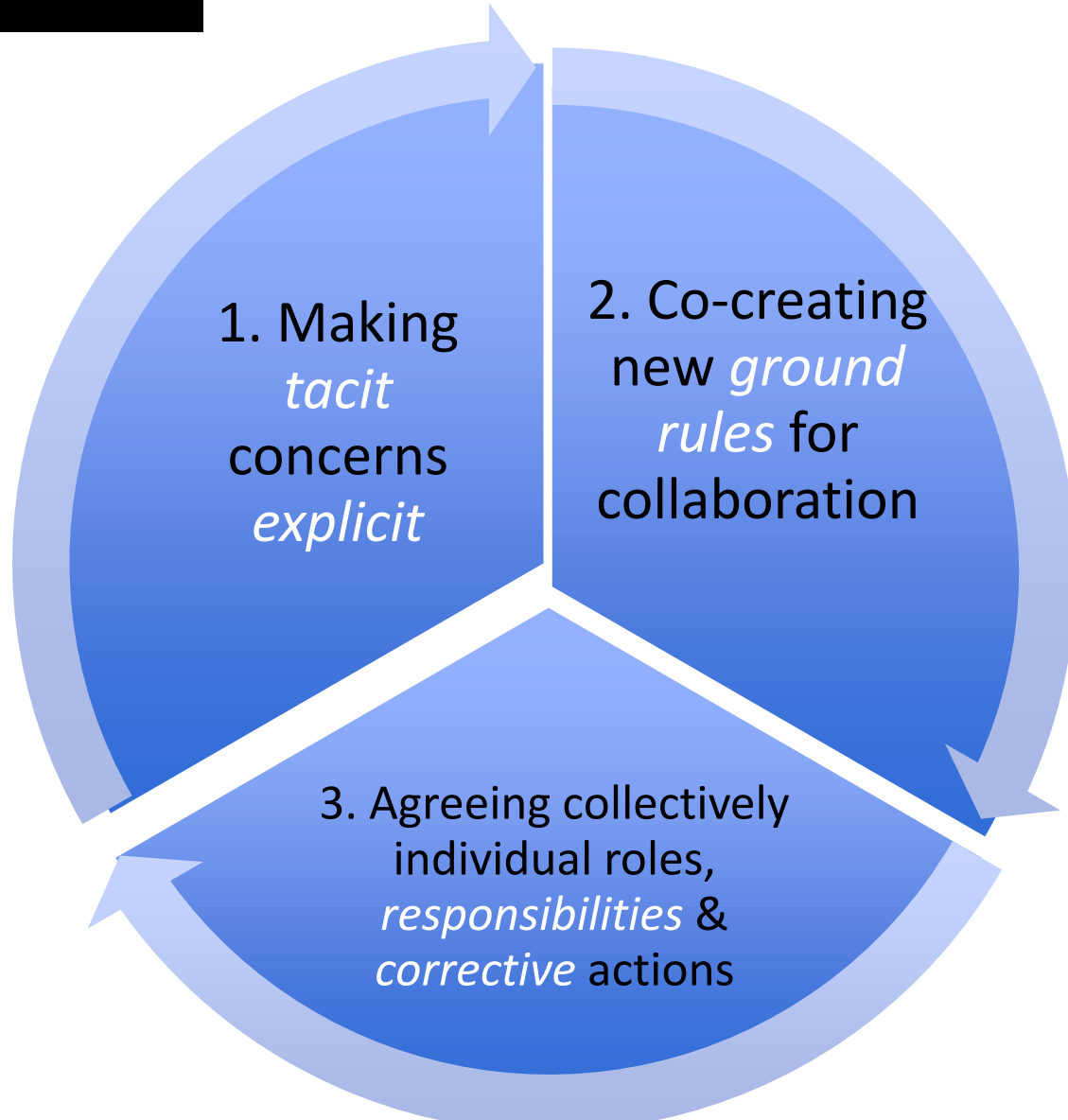


# **Other Organizational Contexts?**



OK, IF WE COULD JUST SYNCHRONISE CHAIRS...

# The **Group Contract** in organizational contexts



OK, IF WE COULD JUST SYNCHRONISE CHAIRS...



**Group  
Contract:  
Future  
Applications in  
Organizational  
Contexts**



# Group Contract: Organizational Context



## Research

- **Research** collaborations
- PhD **supervision** teams (among 1<sup>st</sup>, 2<sup>nd</sup> 3<sup>rd</sup> supervisors)

## MNCs/Large Companies

- **Project management** (e.g. organization's own group contract such as project/innovation charters)

## Start ups/SMEs

- For initiating new collaborations for **ventures**
- For **entrepreneurial** team projects



CONTRACT

**Thank you!**

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